ALBERTA

# LABOUR RELATIONS BOARD

## ANNUAL REPORT

NOVEMBER 28, 1988

MARCH 31, 1990

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November 28, 1988 - March 31, 1990

ALBERTA LABOUR RELATIONS BOARD

91-03811/

December 22, 1990

Honourable Elaine McCoy, Q.C.
Minister of Labour
103 Legislature Building
Edmonton, Alberta
T5K 2B6

Dear Ms. McCoy:

It is my pleasure to forward the Annual Report of the Labour Relations Board. The Labour Relations Code was proclaimed in force on November 28, 1988. This report covers two periods; November 28, 1988 to March 31, 1989 and then the first full fiscal year under the Code - April 1, 1989 to March 31, 1990.

Andrew C.L. Sims, Q.C.
Chair

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# MESSAGE FROM THE CHAIR

This is the first annual report from the Alberta Labour Relations Board. While the Board can trace its roots to the Board of Industrial Relations founded in 1936, in the past, it has only reported through the Alberta Department of Labour.

The new Labour Relations Code came into force on November 28th, 1988, after a period of intense legislative review. The Code introduced many new features to Alberta's labour laws. This offers an appropriate time for the Board to issue an independent and more comprehensive report on its operations.

The Labour Relations Code's preamble emphasizes communication and clear understanding of statutory rights and responsibilities. These involve an understanding of the Code's practical operation as well as its legal meaning. The statistics and commentary in this report provide interested persons with information about what happens under the Labour Relations Code before the Labour Relations Board.

The Board's ability to fulfil its mandate under the Labour Relations Code depends on the quality of its members and its staff. The Board continues to be a representative Board. Its members are senior industry and trade union practitioners. Their reputation, skill, and commitment are essential to the Board's success. Members take time from their busy careers to sit on the Board. As Chair, I thank them for their willingness to serve. I also thank their employers who allow them the flexibility to sit as members. By doing so, they make an important contribution to the social and economic life of the Province.

The Board is fortunate to have a dedicated staff. The introduction of the Code has challenged them with new rules, shortened time frames, and a heightened emphasis on settlement. The statistics within this report testify to a great deal of hard work by a small and enthusiastic staff.

The Board also recognizes the valuable contribution made by its many returning officers and poll clerks. They enable us to respond efficiently to labour relations issues anywhere in the Province. The Board acknowledges the help received from officials within the Department of Labour. They provided the support services necessary to achieve the change to the Labour Relations Code as well as continuing support in many areas.

The high degree of professionalism and cooperation that exists within the labour relations community has made our first year under the Code easier. We look forward to the next year's challenges, hoping this attitude will continue.

Andrew C.L. Sims, Q.C.
Chair, Alberta Labour Relations Board

# INTRODUCTORY COMMENTS

The Labour Relations Code applies to about two-thirds of all unionized employees in the province. It excludes employers and employees in the provincial government, farm or ranch labour, domestic work, and in industries falling under federal jurisdiction. Self-employed workers are not covered by the Code. Some other employees in Alberta have their labour relations governed entirely by special acts, such as the Colleges Act and the Technical Institutes Act, or partially so, as is the case under the Police Officers Collective Bargaining Act and the School Act.

The Code also excludes people who, in the Board's view, exercise managerial functions or who are employed in a confidential capacity in matters related to labour relations. It does not apply to doctors, dentists, architects, engineers, and lawyers while they are employed in their professional capacities.

The Code contains provisions outlining the rights and responsibilities of employers, trade unions, and employees in labour relations.

Employees have the right to collective bargaining with their employers. The Labour Relations Code guarantees this right and establishes methods for employees to choose trade union representation. The Code describes how a trade union bargains with an employer over terms and conditions of employment to arrive at a collective agreement. Rules of fair play govern trade unions, employers, and employees in their labour relations activities.

The Alberta Labour Relations Board, an independent and impartial tribunal, is responsible for the day-to-day application and interpretation of these rules as well as for processing the various applications required by the Code. The Code's introduction, in November, 1988, changed many of the Board's procedures and the statutory provisions administered by the Board. These changes are described at appropriate points in this report.

This report divides the Board's activities into topic areas. First, it describes the Board's facilities, its members, staff, publications, hearings, and its practice and procedure. Then it reviews the Board's main areas of statutory responsibility. These are:

Trade Unions and Employers' Organizations
Certification and Voluntary Recognition
Modification and Revocation of Bargaining Rights
The Collective Bargaining Process

Strikes, Lockouts and Picketing
Collective Agreement Arbitration
Prohibited Practices
The Construction Industry
The Transition Process

It then reviews judicial review activity during the reporting period. The commentary throughout describes the Board's case-load experience during the two reporting periods, drawing on the more detailed statistics found in the various Tables. The commentary includes leading cases and other important developments and, where appropriate, gives the experience, so far, with the major new provisions.

The report concludes with a series of detailed statistical tables. These document the Board's case load activity during each of the two reporting periods. These tables begin with a brief description of the statistical conventions used throughout this report.

This report presumes a basic understanding of the Board's mandate and the provisions of the Alberta Labour Relations Code. Those wishing further information on these matters should review the various Board publications described on pages 9 and 10.

# ■ BOARD FACILITIES ■

## ♦ MEMBERSHIP

The Board includes the Chair, three Vice-Chairs, and 20 part-time members. The Lieutenant Governor in Council appoints members for their experience and knowledge of labour relations, giving equal representation to labour and management.

The Board began the reporting period with the following members:

**CHAIR:** Andrew C.L. Sims, Q.C.
**VICE-CHAIRS:** William Canning, A. Keith Aldridge, Gerald A. Lucas, Q.C.

**MEMBERS:**

| | | |
|---|---|---|
| Zale Asbell | Mike Halpen | John Rodden |
| Scott Boyd | Ken Kreklewetz | Larry Schell |
| William Currie | Frank Kuzemski | Garry Shury |
| Raymond Drisdelle | Normand Leclaire | Sheryl (Wowk) Teague |
| David Fagan | Angus MacDonald | Kathy Thompson |
| Lynda Flannery | Douglas Mitchell | Clifford Williams |
| William Flookes | Jack Murray | |

Phil Oakes joined the Board on January 12, 1989. During the reporting period the following members left the Board:

| | | |
|---|---|---|
| William Currie | Phil Oakes | John Rodden |
| Gary Shury | Sheryl (Wowk) Teague | |

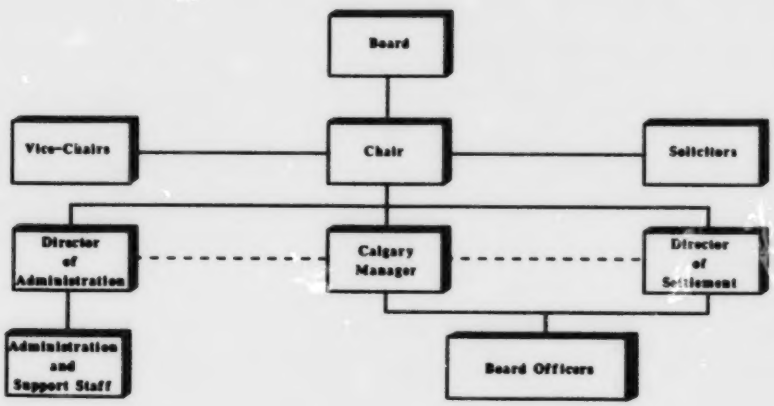
Each made an important contribution to the Board's activities. This included the many hearings where they sat as members. It also included their participation in the Board's caucuses and committees, where they gave perspectives from their industrial sectors to the Board's policy deliberations.

Soon after the reporting period, the appointment, on May 10, 1990, of Shelly D. Ewart-Johnson, Leslie Anne Haag, Judy Gulayets, Lynn Kathleen Parmenter, and Donna L. Neumann filled the Board's vacancies.

## ♦ *OFFICES AND STAFF*

The Board has 27 full-time staff, divided between its Edmonton and Calgary offices. This includes the Chair, Andrew C.L. Sims, Q.C. and Vice-Chairs, Bill Canning and Keith Aldridge. The Board has two solicitors, Russ Albert and Les Wallace, who also serve as solicitors to the Alberta Human Rights Commission.

The Board divided its operations into case settlement functions under the Director of Settlement, Dennis Bykowski, and administrative functions under the Director of Administration, Vince Paniak. The Director of Settlement's office includes Jim Jung, the Calgary Manager.




The Board also uses 28 Deputy Returning Officers situated throughout the Province, each with several polling clerks. These persons give the Board the capacity to respond to applications and conduct votes anywhere in the Province within very short time frames. Each Returning Officer can serve documents, post notices, and conduct votes on the Board's behalf.

The Board receives applications in its Edmonton and Calgary offices. In the combined period from November 28, 1988 to March 31, 1990, the Board received a total of 1,580 matters. Of these 961 (61%) were received in Edmonton and 619 (39%) received in Calgary. There were 345 certification applications within this total. Of these, 256 (74%) were processed in Edmonton and 89 (26%) processed in Calgary.

## ♦ *HEARINGS*

The Board sits in panels of three and sometimes five members, with a Chair or Vice-Chair in each case. Most hearings take place in Edmonton or Calgary. However, in appropriate cases, the Board holds hearings in the location closest to the workplace. In the reporting period, panels also sat in Red Deer, Grande Prairie, Hinton, and Fort McMurray.

During the first reporting period, the Board conducted 200 hearings. There may be several panels sitting on one day, and each panel may hear more than one case. A panel day is one panel sitting for a day for one or more cases. In total, there were 107 panel days during the first reporting period.

During the second reporting period the Board conducted 610 hearings during 302 panel days of sitting. Thus, in the average month, during the two reporting periods, the Board sat for 26 panel days and dealt with 51 hearings.

## ♦ *PUBLICATIONS*

The Board believes its decisions and policies must be accessible and understandable. It publishes them in the following ways:

### Information Bulletins

A set of Information Bulletins are available to the public free of charge. Twenty-three bulletins outline the Board's policies and procedures on topics like filing applications, standard bargaining unit descriptions, and strikes and lockouts.

### Practitioner's Manual

This Manual includes detailed information on the Labour Relations Code. It includes an annotated code, all information bulletins and rules, the Guide to the Code, and other useful information. Subscriptions include regular quarterly updates and are available from the Legal Education Society of Alberta, #2005, 10201 - Jasper Avenue, Edmonton, Alberta, T5J 3N7. Telephone 420-1987

**Alberta Labour Relations Board Reports**

This is a subscription service published by the Legal Education Society of Alberta. Each year's service includes a case table, and the full text of all Alberta Labour Relations Board and related Court decisions. It also includes case headnotes, keyword/subject indexes, and updates on Court challenges to Board Decisions. Subscriptions are available from the Legal Education Society of Alberta.

Indexes of all Board decisions issued since 1986 can be accessed through the Quick Law on-line databasa service. An on-line full text decision service will be available soon.

Board decisions issued since 1952 are filed at the Labour Information Services Branch, Room 302A, 10808 - 99 Avenue, Edmonton, Alberta, T5K 0G5. They are also on file at the Law Libraries of the Universities in Calgary and Edmonton and the Courthouse Libraries in Calgary and Edmonton.

**Alberta Labour Relations Board Decisions Index**

This is a subscription service published by the Legal Education Society of Alberta. Indexes provide access to all Board and related Court decisions. They contain four sections: parties, section of the Code, subject, and date. Entries contain the following information: parties, Board file number, section of Code, subject, date of decision, appeal status, chairperson, summary, and citation.

The three available indexes cover cases under the Alberta Labour Act, the Labour Relations Act, and the Labour Relations Code. They are available from the Legal Education Society of Alberta, #2005, 10201 - Jasper Avenue, Edmonton, Alberta, T5J 3N7. Telephone 420-1987.

## ■ BOARD PRACTICE AND PROCEDURES ■

Introduction of the Labour Relations Code gave the Board the opportunity to introduce changes to its practice and procedures. For the first time, we adopted formal Rules of Procedure and Voting Rules. These Rules became effective on November 28th, 1988. The Board publishes them separately, and as a part of its Practitioner's Manual.

The Rules delegate many pre-hearing responsibilities to the Director of Settlement (and, in Calgary, the Calgary Manager). The Rules require more detailed applications than in the past. However, we tempered those requirements by the introduction of new, plainly worded, application forms.

Section 10 of the Code gives the Board the option to refer cases to an informal hearing before one or more Board members. This dispute resolution option has, as yet, received only limited use in our proceedings. However, we continue to experiment with this option in appropriate cases.

Section 11(2)(i) gives a new jurisdiction to award costs in some circumstances. The Board did not have occasion to make any such award during the reporting period. Section 15(3)(d) allows the Board to defer processing cases properly the subject of collective agreement arbitration or some other statutory proceeding. While the Board deferred some matters under this section, only one became the subject of comment, in *International Brotherhood of Boilermakers, Local 146 v. Barber Industries Ltd.* [1990] Alta.L.R.B.R. 16. In that case, the Board held an arbitrator had concurrent jurisdiction with the Board to decide whether an agreement contained a given clause. The issue had no special statutory aspect, and the arbitration was the better forum for resolving the matter.

Board hearings mean witnesses, some of whom will only appear under a Notice to Attend. The legislation requires that a Board panel approve all applications for Notices to Attend. The provision for hearings on short notice makes this system difficult to administer. The Board tries to hold full and fair hearings, while accommodating witnesses, their employers, and fellow employees. We recognize that a witness' absence from work can cause disruption. This system has worked surprisingly well, given the logistical problems involved. This is due, largely, to the cooperation of the parties and their counsel.

Section 17(6) of the Code allows the Board to file its orders in the Court of Queen's Bench for enforcement in cases of non-compliance. The Board received one such request during the first reporting period and nine during the second. Three requests were withdrawn and seven granted.

However, six of these applications (two withdrawn, four granted) involved a series of directives all made in respect of one series of events. This shows a fairly high level of voluntary compliance.

Section 11(4) of the Code allows the Board to reconsider its own decisions. We use this power to modify certificates and other Board orders when parties have changed their name, or some other revision proves necessary. It also allows a form of internal Board review of its decisions in appropriate circumstances. Information Bulletin #6 describes the grounds that may justify reconsideration.

During the first reporting period, the Board concluded five review type reconsiderations. Of these, two were incomplete, two declined, and one decision revoked. During the second period, the Board concluded 23 such applications. Of those, two were incomplete, five withdrawn, 11 declined, one decision varied, and four affirmed following a reconsideration.

Section 11(3) allows the Board to make a wide variety of determinations. Often, these simply arise during applications. However, this section also gives rise to many free standing determinations made outside any other application. During the first reporting period, the Board concluded one such determination. During the second period, the Board concluded 49. Of the 49, three were incomplete, nine withdrawn, and 11 settled through Board intervention. The Board decided 15 in favour of the applicant's position and 11 in favour of the respondent's position.

Many of these determination applications involved questions about managerial status on similar matters. Wherever possible, the Board encourages parties to settle such questions co-operatively or through the grievance procedures within their collective agreements.

The Code introduced many more votes into the labour relations process. To prepare for this, the Board sought advice from the Province's Chief Electoral Officer, Mr. Patrick Ledgerwood and the Deputy Chief Electoral Officer, Mr. David Ives. Their help and advice proved invaluable. Through them, the Board was able to retain the services of two experienced returning officers, Mr. Len Gurel and Mr. Mickey Middlemass. They set up forms, procedures, and manuals for Board returning officers. They also set up a network of experienced individuals throughout the Province to perform those functions. The Board is grateful to Mr. Ledgerwood and Mr. Ives for their assistance and Mr. Gurel and Mr. Middlemass for their excellent work on the Board's behalf.

An unanticipated problem emerged soon after the Code came into force. Many construction projects, particularly in the pipeline sector, are short lived. Often, the workforce disperses soon

after the filing of a certification application. This necessitates a mail-in ballot of the employees with its attendant delays.

The Board must establish the threshold of 40% support before taking a vote. (See Section 32(2)). The Board has been unable to devise a method of polling employees, before they disperse, to avoid the need for mail-in ballots. This issue is peculiar to the construction industry.

In *Operating Engineers Local 955 v. Midwest Pipeline Contractors Ltd.* [1989] Alta.L.R.B.R. 111, the Board addressed the question of balloting. The case involved a ballot spoiled by the employee signing the ballot slip. The Board rejected the ballot. It held that, while it was not bound by the general law for elections, the principles underlying those laws apply to labour relations votes. The Board decided it should follow those principles to protect voter anonymity through a truly secret ballot.

# ■ AREAS OF STATUTORY RESPONSIBILITY ■

## ♦ TRADE UNIONS AND EMPLOYERS' ORGANIZATIONS

A cornerstone of the Labour Relations Code is the (section 19) right of employees to be members of trade unions and to participate in their lawful activities. However, the Code only partially regulates trade unions themselves. Many aspects of the relationship between a union and the people it represents are internal union matters.

Organizations seeking certification under the Code must meet certain basic conditions and satisfy the Code's filing requirements. Some of these matters changed with the introduction of the Code. The Board issued a new Trade Union filing form and created a special Trade Union Records Officer. That officer supervises all trade union filings and maintains a new, automated, trade union registry.

At the end of the reporting period, the trade union filing registry contained 289 active, and 152 inactive, parent trade union organizations. It also contained 1001 active, and 172 inactive, trade union local organizations. Many of these records, filed under the Labour Relations Act, are outdated and will be updated through the replacement certificate process, described below under the heading Transition Process.

The Board now processes trade union name changes and successorships at one time for all bargaining relationships, rather than one bargaining relationship at a time. The Board believes this will be more efficient and more convenient to parties.

Any trade union seeking certification must have its constitution on file for 60 days. A union seeking its first certification must prove its trade union status. In later applications, Rule 25 now deems a previously certified union to be a trade union in the absence of evidence to the contrary. This rule has worked well in practice.

The Code recognizes various forms of Union security clauses. However, it also introduced the religious objector protection (Section 27(2)). The Board ruled on the scope of this exemption in *Carol Richardson* v. *The United Nurses of Alberta* [1989] A.L.R.B.R. 296. The Board found the exemption applied to religious objectors faced with Rand-formula clauses as well as those facing Union or Closed-Shop clauses. The applicant, a Seventh-day Adventist, was exempted from the obligation to pay dues to a trade union and allowed to forward equivalent funds to a charity.

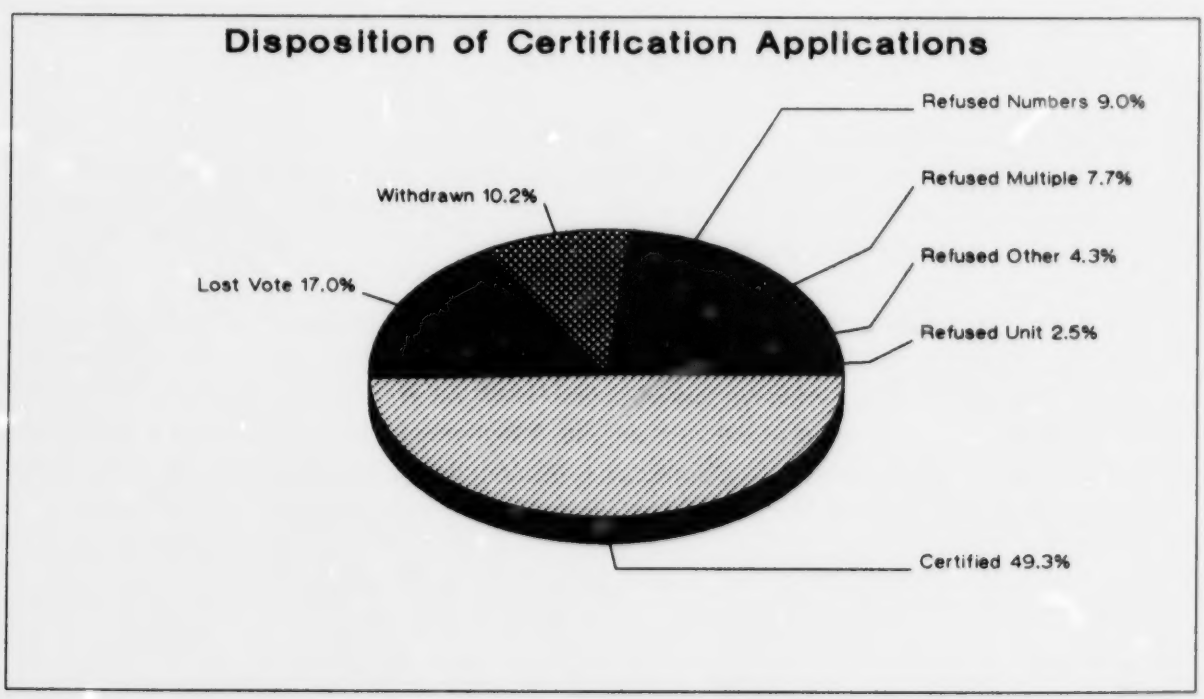
The Board received very few such applications during the reporting period - one in the first period and two in the second. Eligible persons and their trade unions may be working out such issues directly without resort to the Board.

The Code introduced a constitution and officer filing requirement for employers' organizations. It now makes specific provision for the collection of Registered Employers' Organizations dues. No cases about that section arose during the reporting period. All Registered Employers' Organizations filed as part of the Construction Industry Transition process described below.

## ♦ *CERTIFICATION AND VOLUNTARY RECOGNITION*

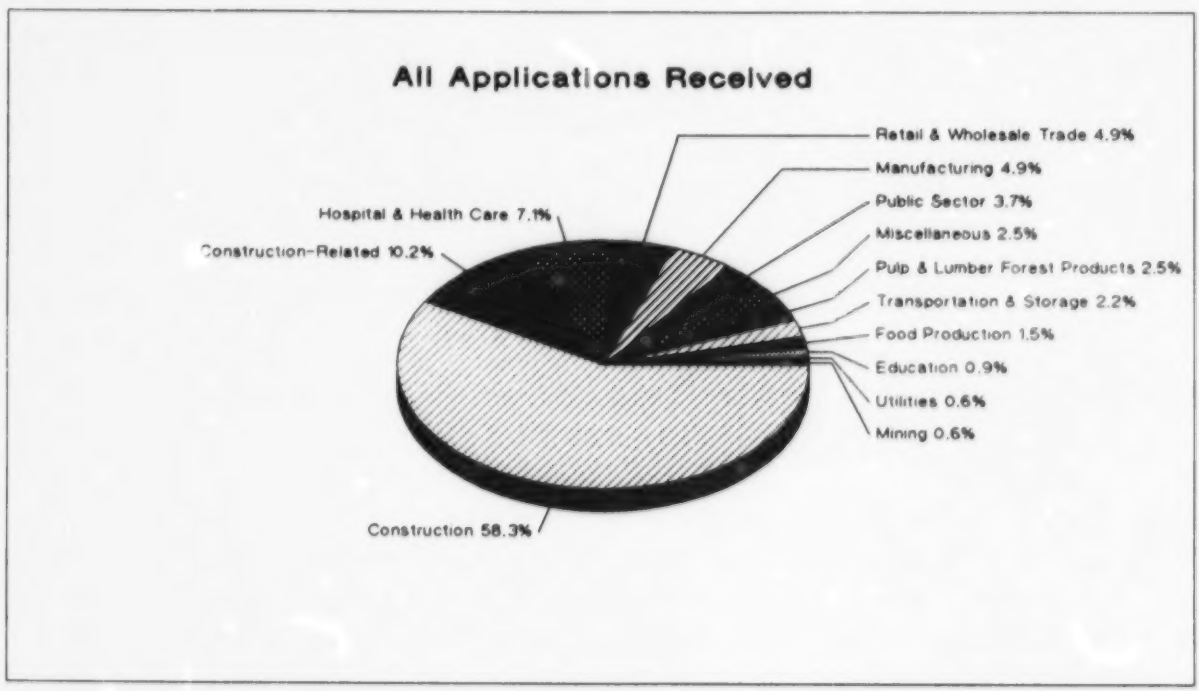
The Labour Relations Code changed the certification procedure extensively. At the heart of this change was the introduction of a mandatory representation vote for all applications. The Code permits applicant trade unions to seek a vote where they show 40% support within the proposed bargaining unit.

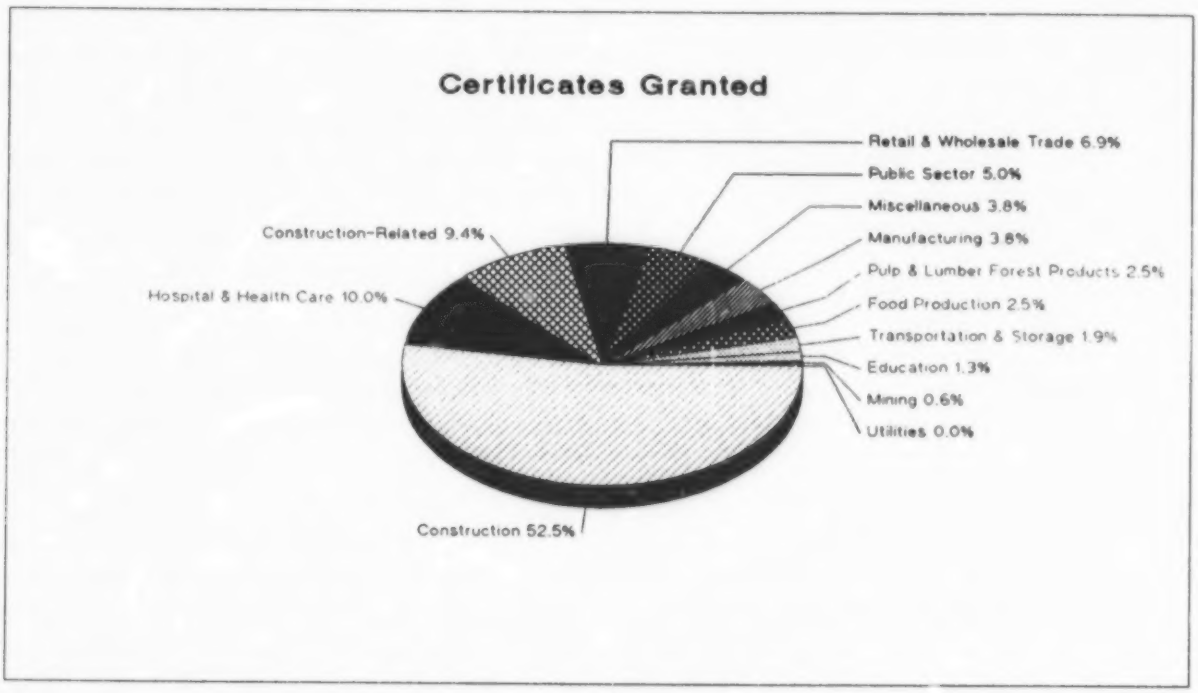
The Board processed 73 certification applications during the first reporting period and 251 during the second. During the first period, 54 went to vote, and of that number 44 achieved certification. During the second period, 161 went to vote, and of that number 116 achieved certification. Thus, of the 215 applications eligible for a representation vote, 160 (75%) achieved certification.



In this chart, "Refused Numbers" means the applicant lacked the initial 40% support. "Refused Multiple" means the applicant lost one of two parallel applications, for example, where the Union applied for two different named employers intending only to certify one. "Refused Unit" refers to those where the bargaining unit proved inappropriate for collective bargaining. "Refused Other" covers all other cases that did not involve a representation vote.

The Board classifies applications by industry. Table 7 sets out the Board's industry classifications. Tables 5 and 6 break down the certification applications by industry for the two reporting periods. The following chart gives a simplified version of the industry breakdown for the two periods combined. The first covers all applications received, the second, certificates granted.

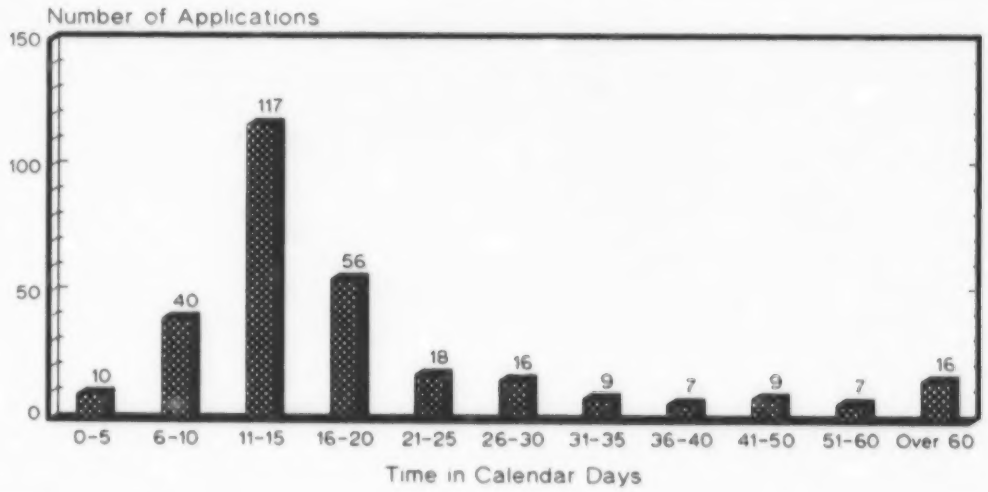




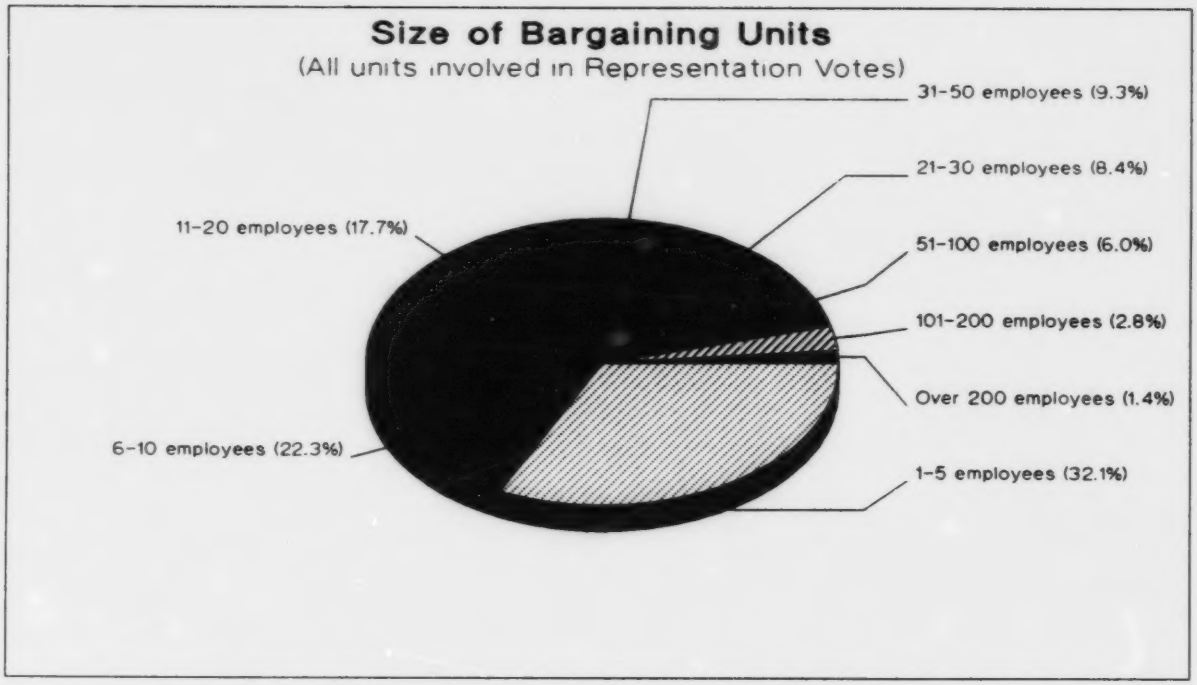

Of the 324 certification applications concluded in the two reporting periods, the Edmonton office processed 239 (74%) and the Calgary office 85 (26%).

It took an average of 20 calender days to conclude a certification application during the first reporting period. During the second period, the average was 21 days. An important factor in the time taken for certification is the representation vote. A significant number of cases required a mail-in vote which takes an extra 14 days. The 20 and 21 day averages include these situations.

## Time Taken to Conclude Certification Applications




Bargaining units applied for varied in size from two employee units to a unit of over 1,000 employees. The following table illustrates the size of units involved in representation votes over the two reporting periods.




Employees turned out for representation votes in high numbers. In 39% of the representation votes held, the Board experienced 100% employee turnout. Overall, the average turnout during the two periods was 82.5%.

Several cases involved questions about the identity of the employer. In *I.B.E.W. Local 254 v. The City of Calgary and C.U.P.E. 38* [1989] Alta.L.R.B.R. 14, the Board dealt with whether the City of Calgary, or its Municipal Council, was the employer of telephone answering persons associated with the Police 911 emergency response service. Three cases attempted to identify the true employer in situations involving construction contractor and "labour broker" arrangements. There were *I.B.E.W. Local 254 v. Lockerbie Management Ltd.* [1989] Alta.L.R.B.R. 58; *Operating Engineers, Local 955 v. Henuset Pipeline Construction Ltd.* [1989] Alta.L.R.B.R. 469 and *United Association of Plumbers and Pipefitters, Local 488 v. Henuset Pipeline Construction Ltd.* [1990] Alta.L.R.B.R. 20.

The Board considered the status of incorporated and unincorporated rig welders as employees in *United Association of Plumbers and Pipefitters, Local 488 and Operating Engineers, Local 955 v. Midwest Pipeline Contractors* [1989] Alta.L.R.B.R. 166. The Board found the rig welders and heavy duty mechanics in that case were employees within the meaning of the Code.

*Monica Christenson v. The County of Parkland et al.* [1989] Alta.L.R.B.R. 155 discussed the meaning of the section 1(l) exclusion of persons employed in a confidential capacity in matters relating to labour relations.

The Board dealt with unit appropriateness in *Energy and Chemical Workers' Union, Local 666 v. I.C.G. Liquid Gas et al.* [1989] Alta.L.R.B.R. 43. It held that a small regional office unit was not appropriate given the integration of services throughout the employer's province-wide operations.

The status of a trade union applicant arose in *Canadian Union of Public Employees, Local 2158 v. Grande Spirit Foundation* [1989] Alta.L.R.B.R. 78. A C.U.P.E. Local applied for and then withdrew a certification application. A sister local then applied for the same unit. The Board held the second applicant, a long established local, was not "the same applicant" within the meaning of s. 49(1) of the Code. The Board held, in these circumstances, there was no abuse of the Board's process and allowed the certification. In *Health Care Employees' Union v. The General Hospital (Grey Nuns) and Alberta Association of Registered Nursing Assistants* [1989] Alta.L.R.B.R. 251, the Board addressed the requirement in s. 34 of evidence that members have indicated their support for the [applicant] trade union. The dispute arose because of an alleged ambiguity, in the support documents, between the parent and local trade union organization.

There were no significant decisions or activity involving the new provisions respecting the granting and revocation of voluntary recognition under sections 40-42.

## ♦ *MODIFICATION AND REVOCATION OF BARGAINING RIGHTS*

The Code has a new provision allowing the Board to modify a bargaining unit within a certificate. The Board concluded only three applications under this section, one withdrawn and two granted. This low usage is probably due to the replacement certificate program that is updating many certificates under section 205.

The Board concluded four s. 44 sale, lease, or transfer applications in the first period and 21 in the second. Of these, 23 were granted, one withdrawn, and one settled through Board

intervention. Most involved the retail industry, with major divestitures by *Boots Pharmacy and Canada Safeway Ltd.* The Board discussed the provisions of section 44 in *U.F.C.W. Local 401* v. *Sincere Pharmacy Ltd.* [1989] A.L.R.B.R. 157 and *U.F.C.W. Local 401* v. *Hull's Foods Ltd.* [1990] A.L.R.B.R. 1. There were three successor governing bodies applications concluded in the second reporting period, all granted.

The Code now divides the Board's jurisdiction to grant common employer declarations between two sections, one for construction and the other for non-construction. In the non-construction area the Board concluded one application in the first period and two in the second. The Board dismissed the first period's application and granted the two in the second.

No construction applications were concluded in either period. This is mostly because of the moratorium provision in section 206(5)-(6) which lasted until November 28th, 1989.

There were no successor trade union applications concluded in the first period, but 14 in the second. Of these, one was dismissed, one settled, one withdrawn, and 11 granted. The Board adopted a new method for processing such applications through the facilities of the trade union records officer. Now, when a trade union applies as a successor, the Board processes the application for all affected bargaining relationships, rather than on an employer-by-employer basis. Information Bulletin #7 describes this process.

The Board concluded seven revocation applications during the first reporting period, all from employees. Three applications were successful, two were withdrawn, one failed for other reasons, and one was adjourned sine die. During the second reporting period, the Board concluded 379 revocation applications. However, 320 of these were trade union revocations filed by one Union. Only 18 came from employers and 41 from employees. Table 9 shows the disposition of these various applications.

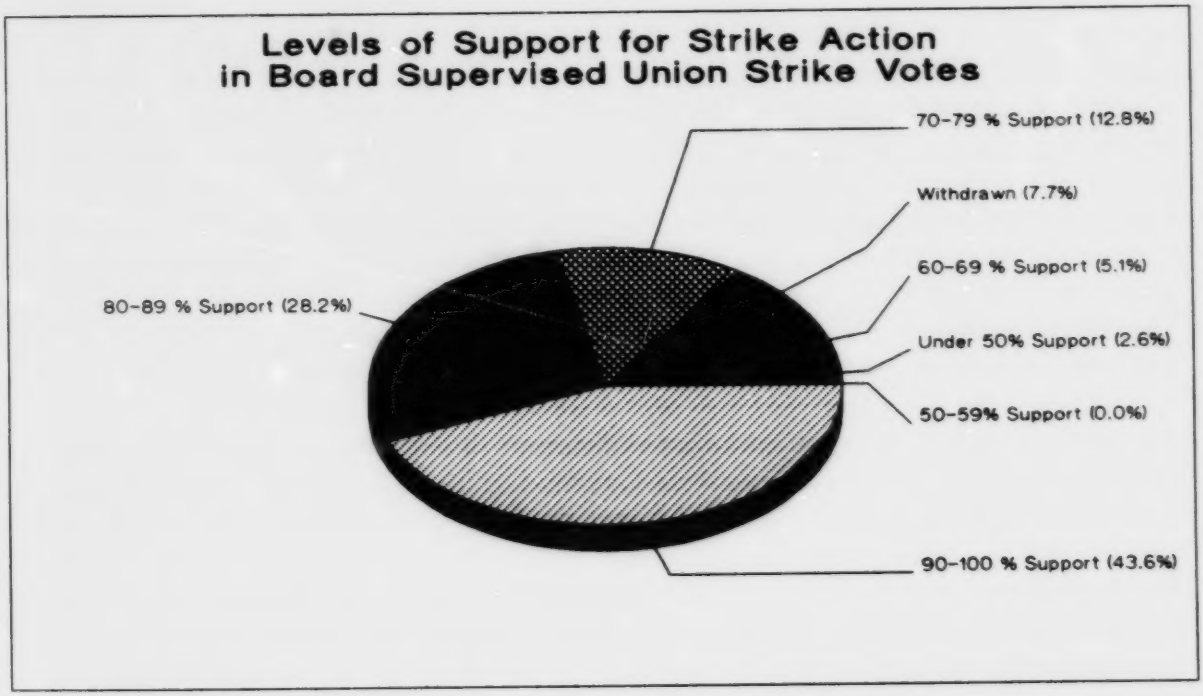
### ♦ *THE COLLECTIVE BARGAINING PROCESS*

The Board received five duty to bargain in good faith complaints during the first reporting period and 21 during the second. It concluded 22 and four remained outstanding. Four were withdrawn, nine settled through Board intervention, three dismissed, and six granted. Four of the six granted involved construction trade unions trying to bargain outside of registration. The other two granted were union complaints against employers.

In *Glass, Moulders, Pottery, Plasterers & Allied Workers, Local 371* v. *Barber Industries Ltd.* [1989] Alta.L.R.B.R. 20, the Board found the employer to have breached section 58(3). The Board found the employer had changed the parameters of a dispute by injecting new substantive proposals late in the dispute. In a later decision, [1989] Alta.L.R.B.R. 130, involving the same complaint and dispute, the Board made a further ruling against the employer. In that situation, the employer failed to ratify an offer put to the union by its own bargaining representative. The Board discussed the relationship between a bargaining mandate and employer ratification.

In a third decision involving the same parties, the Board dealt with an offer favouring replacement employees over those on strike. This decision, [1989] Alta.L.R.B.R. 308, applied mostly to the Act, not the Code.

The Board supervises all strike and lockout votes. During the first reporting period, there were nine strike votes and no lockout votes or polls. During the second reporting period, there were 31 strike votes and nine lockout polls. There were no lockout votes in either period. A lockout poll is a curious innovation in the Code. Section 74(2)(a) requires the Board to conduct a secret poll of a single employer as a precondition to a lockout. The utility of such a step is not obvious.


Levels of Support for Strike Action
in Board Supervised Union Strike Votes
70-79 % Support (12.8%)
Withdrawn (7.7%)
60-69 % Support (5.1%)
80-89 % Support (28.2%)
Under 50% Support (2.6%)
50-59% Support (0.0%)
90-100 % Support (43.6%)

The Code introduced the proposal vote. This requires the Board to poll employees on an employer's offer in three circumstances. The first is following a Disputes Inquiry Board. The other two are at the request of the employer. This can be done when the employer accepts, but the union rejects, a mediator's recommendation. It can also be done, on one occasion only during a dispute, solely on the basis of an employer proposal.

During the first period, the Board handled one employer request for a proposal vote. During the second period the Board handled one vote on a mediator's recommendation and seven employer proposal votes. This number may appear low. However, many disputes during the reporting period commenced under the predecessor legislation.

Of these eight proposal votes, two were withdrawn, five went against the proposal, and one was accepted. The Board dismissed the request for the vote on the mediator's recommendation as incomplete. The average time taken to conclude proposal votes (excluding one mail-in vote) was nine days.

### ♦ *STRIKES, LOCKOUTS AND PICKETING*

The Code enhanced the Board's jurisdiction over illegal strikes, lockouts, and picketing. The Board received a steady number of "cease and desist" applications throughout the two reporting periods. The Board concluded four such applications during the first period and 39 during the second.

Most cease and desist applications involve allegations of an illegal strike under s. 69. The one concluded in the first reporting period was settled. Of the 28 concluded in the second reporting period, two were withdrawn, one settled, two dismissed, and 23 granted. The Board concluded 22 of these applications within 24 hours of receiving the application. Twenty-five of the applications involved the construction industry, and four involved the forestry products industry.

The Board concluded two illegal lockout applications in the first reporting period and two during the second. The two in the first period were settled through Board intervention. The two in the second were granted.

The Board power to regulate picketing saw one application in the first reporting period and eight in the second. One was settled and eight orders granted. One involved an allegation of secondary picketing, while the balance involved illegal picketing at or near construction projects.

Under section 89 of the Code, the Court can grant injunctions in strike, lockout or picketing matters if resort to the Board is impractical. The Board knows of no situation where the need for Court intervention has arisen.

Parties asked the Board to file its orders in Court in four cases. Two such matters were settled before filing and two resulted in Court filings.

Section 88(2) gives a new right of reinstatement to employees seeking to return to work at the end of a strike. Only one application dealt with this section which was resolved through Board intervention. As this provision only applies to strikes begun under the Code, no doubt few disputes during the reporting periods reached the point at which this section might apply.

### ♦ *COLLECTIVE AGREEMENT ARBITRATION*

During the Minister's Legislative Review Committee hearings, parties raised concerns about the time taken in rights arbitration matters. During the reporting period, the Board received only two requests to speed up arbitrations. As was the case under the Act, parties seldom use the Board's power to speed up arbitrations.

The Board can now establish guidelines for the purpose of determining acceptable standards for avoidance of delay by arbitrators. The Board began this process in three ways. First, it sought the opinions of many persons involved in the arbitration process. Second, Board representatives sought arbitrators' perceptions of the problem and suggestions for improvement. Third, it commissioned a comprehensive study on the incidence of delay in the arbitration process in Alberta.

Ms. Corliss Olson of the School of Management at the University of Calgary conducted this important study. It examined the incidence of delay and its causes, at all points in the arbitration process. She presented the Board with the results of this study at the end of this reporting period. From here, the Board will synthesize this information and, in conjunction with those who use arbitration, establish appropriate guidelines. The Board wishes to thank those who helped this study, including, particularly, Ms. Olson, Prof. Allen Ponak, who helped arrange the study, and Mr. David Jones Q.C., who assisted in the consultation process. This study represents yet another important contribution by the University of Calgary's Industrial Relations Research Group to Alberta's labour relations community.

The Board believes that guidelines, to be helpful and successful, must reflect actual industry experience. As the study shows, the parties, as well as arbitrators and counsel, are responsible for the time taken in arbitration. Any improvement in this area will require the commitment of all parties involved in the process.

## ♦ *PROHIBITED PRACTICES*

Unfair labour practice complaints fall into three main types:

- unions and individuals against employers;
- union members or people represented by unions against trade unions;
- employers against unions and their officials.

Raw numbers can be misleading. Often complaints allege breaches of several related sections, yet by the time of hearing, these are refined into one or two key provisions. The practices of lawyers and others vary. Some lay wide-ranging complaints to catch every possible violation. Others focus their complaints more precisely at the outset. This makes the unquestioning reliance on total application numbers problematical.

In some areas, the ratio of complaints filed to successful complaints is low. However, unfair labour practices rarely occur in a vacuum. They are often woven into the broader processes of labour relations. Many complaints are withdrawn because the parties settle between themselves through collective bargaining or some other mechanism. Board intervention helps settle many other cases without a final decision.

### COMPLAINTS AGAINST EMPLOYERS

In the first reporting period, the Board concluded 32 complaints against employers. Eighteen were withdrawn, 11 settled, and three dismissed. In the second period the Board concluded 192 cases. Of these, one was incomplete, 40 withdrawn, five adjourned sine die, 54 settled through Board intervention, 54 dismissed, and 38 upheld.

The four sections attracting the most activity were: section 146(1)(a)(ii) employer interference with 42 complaints concluded and four upheld; section 147(1)(a)(i) and (ii) refusal to employ because of union membership with 38 complaints concluded and eight upheld; section 147(a)(viii)

concluded and 11 upheld. Breaches of the three "freeze" periods involved 19 conclusions with five cases upheld.

In *I.B.E.W., Local 424 v. Stuve Electric* [1989] Alta.L.R.B.R. 69, the Board briefly addressed the new provisions extending the prohibition against employer interference to "the representation of employees by a trade union." The Board found this protection applied to organizing activities. In the same case, the Board discussed the new "employer free speech" provisions in s. 146(2)(c).

In a second decision involving that bargaining relationship, *I.B.E.W., Local 424 v. Stuve Electric* [1989] Alta.L.R.B.R. 272, the Board set aside a representation vote because of employer interference and unfair labour practices which tainted the first vote. The second vote, which followed remedial steps, resulted in certification.

*I.W.A., Local 1-207 v. Spray Lake Sawmills (1980) Ltd.* [1989] Alta.L.R.B.R. 407 involved a finding of employer interference in an organizing campaign before the union got the necessary 40% employee support. The Board ordered remedies, including an opportunity for the union to meet, on-site, with employees. It also ordered a representation vote without proof of 40% support. The result of this vote was 49 employees against certification, 41 in favour.

*Energy and Chemical Workers' Union, Local 666 v. Western Concord Manufacturing Ltd.* [1989] Alta.L.R.B.R. 375 also involved a finding of employer interference. The union applied for certification with support from 17 out of 24 employees. The union alleged improper employer interference. The union asked for a directed certification, without a vote, as a remedy. The Board found employer interference, but held that, because of s. 16(2) of the Code, it could not direct certification without a confirming employee vote. The Board granted the union's request for a remedial meeting with employees, then conducted a representation vote. The employees voted against certification by a vote of 16 to five.

In *Forest Grove Care Centre v. Canadian Union of Public Employees, Local 2340 and Yvonne Greengrow* [1990] Alta.L.R.B.R. 82, the Board found a violation of the statutory freeze on terms and conditions of employment following a certification application. As a remedy, the Board extended the freeze period for a further time as well as rectifying the particular acts in question.

## INDIVIDUAL COMPLAINTS AGAINST UNIONS

During the second period, the Board concluded 13 individual complaints against trade unions. There were none in the first period. One was incomplete, one withdrawn, three settled through Board intervention, six dismissed, and two granted.

One complaint (dismissed) involved Union disciplinary action contrary to s. 24. Two complaints involved union imposition of discipline contrary to section 150(1)(a) and (b). The Board discussed the predecessor section to s. 150 in *James Johnson v. International Brotherhood of Boilermakers, Lodge 146* [1989] Alta.L.R.B.R. 92. The Board dealt directly with s. 150(1) in a case involving the same parties at [1989] Alta.L.R.B.R. 416. The Board found arbitrary treatment in the way the union had suspended the member because of his failure to pay a sum of costs, which the member disputed.

The remaining 10 conclusions all involved duty of fair representation cases. One was incomplete, and one withdrawn. Board intervention settled three and five were dismissed. The Board finds complainants under this section often confuse discontent over an employer's action against them with discontent over the union's role in processing their grievances.

In *Paul Pentek v. The Alberta Teachers' Association*, [1989] Alta.L.R.B.R. 303, the Board ruled that a teacher's dismissal, under provisions of the School Act which provided a statutory remedy, did not fall within section 151 of the Code. The complaint was not "with respect to rights under a collective agreement."

## EMPLOYER COMPLAINTS AGAINST TRADE UNIONS

The first period saw nine conclusions involving employers' complaints against trade unions, with 19 in the second period. Of these 28 applications, one was incomplete, six withdrawn, one adjourned sine die, four settled through Board intervention, 13 dismissed, and three granted.

While not an employer complaint, in *Health Care Employees' Union of Alberta v. General Hospital (Grey Nuns)* [1989] Alta.L.R.B.R. 259, the Board interpreted and applied s. 149(d). It dismissed a certification application for widespread and repeated distribution of campaign literature on the employer's premises. The Board found the literature designed to persuade employees to join the applicant union and to be read at the workplace during working hours. The Board found this contravention of s. 149(d), in these circumstances, justified a refusal to certify.

## ♦ *THE CONSTRUCTION INDUSTRY*

The Labour Relations Code introduced new forms of registration bargaining for Alberta's construction industry. This process replaced both the old Labour Relations Act registration system, in place since 1970, and the more recent Construction Industry Collective Bargaining Act system of federation bargaining.

Applications from the construction industry make up a significant portion of the Board's business. Fifty-two per cent of the Board's certification applications involved construction units.

During the reporting period, the Board undertook three major construction industry projects. First, the Board administered the transition from the old framework to the new. Second, the Board interpreted many of the new provisions that governed the construction industry collective bargaining process. Third, the Board began a full review of its construction and construction related bargaining unit policies.

The transition from federation bargaining and the old form of registration occurred under a special transition regulation. The Construction Industry Transitional Regulation (Alta. Reg. 338/88 replaced by 699/88) continued some of the earlier province-wide registrations. Within the General Construction sector, it created a summary, on-time application process. This allowed employers' organizations representing employers under the former systems to regroup and apply for registration under the new system. The regulation set up the available "parts of the industry" eligible for registration bargaining.

The regulation called for applications from Employers' Organizations. Notices circulated throughout the industry invited affected trade unions or employers to file any objections they had to the applications.

The regulation gave the Board the task of hearing and resolving any objections to the registrations applied for. In the event of significant objections, the Board could order representation votes among affected employers. The Code came into force on November 28th, 1988. The Board had to receive applications under the regulation by December 15th, 1988. Immediate industry-wide advertising advised affected employers of the regulation's provisions and called for objections by January 18th, 1989.

The process took place within a very short time frame. Each step depended for its success upon a great deal of cooperation from industry participants. The Board is indebted to all those organizations, employers, and trade unions who helped the Board meet the deadlines in this

important process. The Board also recognizes the efforts of its staff, in particular Mr. Ian Hooper, the Labour Relations Officer who coordinated the process.

In total, the Board received 35 applications for Registration under the Transition Regulation. Twenty-six were concluded in the first reporting period and the balance during the second. Of these, two were withdrawn, two dismissed, and 31 granted. Table 19 contains a complete list of registrations outstanding at the end of the reporting period.

Most objections to registration came from trade unions. Several challenged the validity of the Regulation, arguing that it conflicted with the terms of the Labour Relations Code. They also challenged the ability of various Provincial Trade Divisions of Construction Labour Relations, an Alberta Association, to act as Registered Employers' Organizations. The Board dismissed these objections in *C.L.R.a. et al. v. Carpenters, Local 846 et al.* [1989] Alta.L.R.B.R. 206.

Once registrations were in place, following the transitional registration process, the Board notified the parties of its intention to issue the first consolidation order. This was done under section 182 and an amendment to the transition regulation (O.C. 495/89). The Board consolidated the Pipeline, Roadbuilding and Heavy Construction and Specialty sectors each into their own group. For the 24 registrations in the General Construction sector, the Board grouped all those trades that remained unsettled into one group for this first round of bargaining. The Board viewed this round of bargaining, under the new system, as anomalous because of the late date and the number of settlements already in place. The decision is reported as *A Consolidation Order under s. 182 of the Labour Relations Code* [1989] Alta.L.R.B.R. 449.

Following further settlements, certain groups of trade unions applied to the Minister of Labour for the appointment of a Construction Industry Disputes Resolution Tribunal. These applications raised questions about the meaning of the legislation. They also raised issues about whether 75% of the trades within the sector had settled their collective agreements. These issues led the Minister to refer the questions to the Board for hearings and resolution, a matter that was finalized after the reporting period.

The Board has, for many years, maintained a standard bargaining unit policy for the construction industry. The Board's views on appropriate units for collective bargaining within the industry are heavily influenced by the structure of registration. The introduction of the new province-wide registration system provided an opportunity to revisit these policies. The Board compiled a discussion paper on Construction and Construction-Related Bargaining Unit policies. The Board circulated this paper widely within the industry and received many helpful submissions. At the

end of the reporting period, the Board was in the process of considering these submissions. It will issue an updated Information Bulletin #11 to guide the industry in this area.

A question arose in *Operating Engineers, Local 955 v. Foundation Company of Canada Ltd.* [1990] Alta.L.R.B.R. 40 about the scope of the Roadbuilding Sector and the General Construction Sector, particularly in relation to bridge building work. The Board made a preliminary ruling which resulted in a further hearing concluded after the reporting period.

### ♦ *TRANSITION PROCESS*

The transition from Act to Code touched all aspects of the Board's operations. It involved redesigning the Board's policies and procedures, completely reorganizing the Board's filing system, and automating most Board processes. New forms and publications replaced the old. Major efforts were made to familiarize the Board, its staff, and those who use its facilities with these changes.

Section 205 of the Code provides:

> *All applications , proceedings, actions and inquiries commenced under the Labour Relations Act shall be continued to their conclusion and treated for all purposes as if this Act had not come into force and the Labour Relations Act had remained in force.*

The community experienced some confusion about this section's application to collective bargaining disputes in progress when the Code came into force. The question came before the Board in *Glass, Moulders, Plastics and Allied Workers Union, Local 371* v. *Barber Industries Ltd.* [1989] Alta. L.R.B.R. 308. The Board ruled that the various steps in the collective bargaining process were inextricably linked. As a result, bargaining started by notice under the Act continued to be governed by the terms in the Act.

This decision was significant beyond its own facts, because several high profile disputes started under the Act and remained unresolved during the reporting period.

An important part of the transition involves the issuance of replacement certificates. The Board has been granting bargaining rights since the late 1940s. Many of the Board's records involve a long, and often outdated, string of changes involving employers, bargaining units, and trade unions.

The Minister's Legislative Review Committee recommended:

> *That time frames for Board hearings be established. The Board should be instructed to develop aggressive management of its hearing policy, so that matters can be dealt with quickly.*

When the Board switched over to the Labour Relations Code, it switched to a new automated file control system.

This computerized system offers the ability to monitor cases as they unfold and to institute the recommended case management approach. However, it could only work with updated bargaining relationship records. Section 205(4)-(9) allowed such an updating.

The Board is in the process of identifying the current names of all employers and trade unions involved in bargaining relationships. It is also streamlining bargaining unit descriptions. It is identifying defunct relationships and issuing replacement certificates for all those relationships that remain current. This labour intensive activity continued in process at the end of the reporting period.

Information Bulletin #T-2 describes the Board's Replacement Certificate process. The end product will prevent outdated bargaining relationship records clouding current labour relations disputes, as often happened before. It will also make the Board's administration more efficient and cost-effective. Nonetheless, this process involves short-term pain for long-term gain. The Board is indebted to the parties for their help in this project.

Another major aspect of the transition from Act to Code involved a complete revamping of the Board's forms, publications, and appearance. This was done with emphasis on "plain language." The Board tried, as far as possible, to make its proceedings understandable to all parties affected by the Code. The Board also arranged a series of familiarization sessions, held throughout the Province, to explain the new procedures.

# JUDICIAL REVIEW - COURT ACTIVITY

There has been a fair degree of judicial review activity since the introduction of the Labour Relations Code. However, the number of Court applications during the reporting period was consistent with the experience over the last few years.

Many of these applications concerned Court challenges to Board decisions made while the Labour Relations Act was still in force. Relatively few involved interpreting provisions of the Code.

There were 10 judicial review applications outstanding on November 27, 1988. From then until March 31, 1990, parties commenced 26 new applications. Of those 36 matters, 18 remained outstanding on March 31, 1990. The Courts upheld 10 Board decisions and eight applications were withdrawn. No Board decisions were ultimately set aside by the Courts during the reporting period.

**COURT CHALLENGES TO COURT DECISIONS**

| YEAR | 1986 | 1987 | 1988 | 1989 | 1990* |
|---|---|---|---|---|---|
| Outstanding at beginning of year | 11 | 11 | 10 | 9 | 12 |
| Applications Commenced | 17 | 17 | 15 | 17 | 9 |
| Applications Withdrawn | 5 | 2 | 7 | 7 | 1 |
| Decisions Upheld | 10 | 15 | 8 | 7# | 2 |
| Decisions Reversed or Remitted Back | 2 | 1 | 1 | 0 | 0 |
| Outstanding at end of the year | 11 | 10 | 9 | 12 | 18 |

* to 03/31/90 only

\# In *Health Care Employees Union v. A.A.R.N.A. et al.*, the Court set aside a minor portion of the Board decision. Since on all major issues the decision was sustained, it has been categorized as "upheld."

The parties also made four applications to stay Board decisions pending judicial review. The Court of Queen's Bench dismissed all these stay applications.

A few of the applications dealt with by the Courts during the reporting period are summarized below:

***International Woodworkers of America, Local 1-207 v. Zeidler Forest Industries Ltd.;*** January 25, 1989; [1989] Alta.L.R.B.R. 33 (Alta. C.A.)

The union complained that the termination of 23 employees for picket line violence during a legal strike violated s. 137(3)(a) of the Labour Relations Act. The employer had rehired two other employees despite criminal convictions for picket line activity. Based on that treatment, the Board held that the employer's decision to terminate the 23 employees was tainted by anti-union considerations.

The employer sought judicial review of the Board's decision which the Court of Queen's Bench granted. The Court found the Board had committed a jurisdictional error by not taking into account the history of the relationship between the parties. The Court also found the cumulative effect of several erroneous findings of fact justified setting aside the Board's decision.

The Board and the union appealed the Queen's Bench decision to the Court of Appeal. The Court of Appeal restored the Board's decision. The Board had not committed a jurisdictional error nor was any reviewable error disclosed in any of the alleged errors of fact. The Court of Appeal returned the matter to the Board so it could complete the remedial order arising from the breach of the Act.

***Sandman Hotels and Inns (Calgary) v. Hotel Employees and Restaurant Employees, Local 47;*** May 24, 1989; Unreported (Alta. Q.B.)

The union had applied for certification. At the original hearing, the Board rejected the employer's arguments and found that certain banquet staff were not regular, part-time employees. This excluded them from the list of eligible voters. The employer then retained counsel and sought reconsideration. A second Board panel refused to reconsider the original decision.

The employer challenged the Board decision in Court. This was the first case directly involving provisions of the Labour Relations Code. The employer argued that it was incumbent upon the Board to notify inexperienced representatives that they could seek an adjournment in order to retain expert labour relations counsel. The employer also argued that the Board erred in jurisdiction in excluding the banquet employees from the bargaining unit.

The application was dismissed orally from the Bench. The Court found no denial of natural justice. The Court specifically noted the Board's statutory obligation under s. 32(3) of the Code to deal with certification applications expeditiously. The exclusion of the banquet staff as casual employees was found to be a matter squarely within the Board's discretion.

***Health Care Employees Union of Alberta v. General Hospital (Grey Nuns) of Edmonton and Alberta Association of Registered Nursing Assistants***; September 12, 1989; Unreported.

The Health Care Employees Union of Alberta ("H.C.E.U.") applied for certification. It sought to displace Alberta Association of Registered Nursing Assistants ("A.A.R.N.A.") as the bargaining agent for an auxiliary nursing care unit. A.A.R.N.A. filed an unfair labour practice complaint. It alleged that H.C.E.U. contravened s. 149(d) of the Code by distributing organizing literature to employees on the employer's premises during working hours.

The Board allowed A.A.R.N.A.'s unfair labour practice complaint and, by way of remedy, dismissed H.C.E.U.'s application for certification. H.C.E.U. applied to the Court of Queen's Bench for judicial review.

In an oral decision, the Court dismissed H.C.E.U.'s main application. The Court found that s. 149(d) had a clear meaning, that it was not contrary to the Charter, and that the Board had not committed a reviewable error in finding a violation of the section. The Court also held that the Board had the discretion to deny certification as a remedy and there was evidence before it upon which it could exercise that discretion. The Court did set aside a minor portion of the Board's decision concerning its disposition of other unfair labour practice complaints.

***Retail, Wholesale and Department Store Union, Local 980 v. McGavin Foods Ltd;*** January 29th, 1990; Unreported.

The union initially sought judicial review of a Board decision to issue a cease and desist order about an illegal strike. The union's position was that the Board had failed to give effect to a collective agreement provision which prevented the employer from requiring union members to cross a lawful picket line.

The Court of Queen's Bench dismissed the union's application, see [1990] Alta.L.R.B.R. 41 (Mason, J.). The Court found that the Board's remedial discretion to issue the cease and desist order could not be limited by the terms of the collective agreement.

The union appealed to the Alberta Court of Appeal. The Court orally dismissed the union's appeal. The Court stated that it agreed with the Board decision. No jurisdictional issue was raised by the union's challenge.

# ■ CASE LOAD STATISTICS ■

The Board introduced a computerized case management system at the same time as the Labour Relations Code was introduced. This system provides the Board with individual case monitoring facilities. It also gives the ability to generate statistics about activity before the Board. The statistical reports themselves are contained as Tables 1-19 to this report.

In each case Period 1 runs from November 28, 1988 to March 31, 1989. Period 2 runs from April 1, 1989 to March 31, 1990.


| | | |
|---|---|---|
| **Table 1:** | Case Resolution by Category | Period 1 |
| **Table 2:** | Case Resolution by Category | Period 2 |
| **Table 3:** | Case Resolution by Section | Period 1 |
| **Table 4:** | Case Resolution by Section | Period 2 |
| **Table 5:** | Certification Applications - Concluded | Period 1 |
| **Table 6:** | Certification Applications - Concluded | Period 2 |
| **Table 7:** | Industry Categories | |
| **Table 8:** | Revocation Applications - Concluded | Period 1 |
| **Table 9:** | Revocation Applications - Concluded | Period 2 |
| **Table 10:** | Reconsiderations (Review Type) - Concluded | Period 1 |
| **Table 11:** | Reconsiderations (Review Type) - Concluded | Period 2 |
| **Table 12:** | Votes - Concluded | Period 1 |
| **Table 13:** | Votes - Concluded | Period 2 |
| **Table 14:** | Other Conclusions - By Category | Period 1 |
| **Table 15:** | Other Conclusions - By Category | Period 2 |
| **Table 16:** | Concluded Files - Others by Section | Period 1 |
| **Table 17:** | Concluded Files - Others by Section | Period 2 |
| **Table 18:** | Statistics from the Labour Relations Act | |
| **Table 19:** | Outstanding Registration Certificates | |


## ♦ *TERMS USED IN THE STATISTICAL TABLES*

The Board tracks each individual case that comes before it. We call this a "Matter." A matter generally consists of an application, reference, or complaint brought by one party (or sometimes

a group of parties) against another party (or group of parties) under a specific section of the Labour Relations Code.

Only certain sections of the Code give rise to applications, references or complaints. We call these "entry sections." The reports break down the matters received by entry section. In a few cases, applications are so frequently brought under two sections at the same time that we group them together and treat them as one entry section for statistical purposes. Entry sections beginning with the letter P involve the Police Officers Collective Bargaining Act.

Often a case will involve several matters. One dispute, between an employer and a trade union, may, for example, give rise to several different complaints. More general reports allow a look at areas of activity by grouping entry sections into more general "categories."

A case recorded as one matter may affect more than one person. There are "test case" situations where a decision about one person will govern others. We generally record these cases as one matter, not several.

These definitions make sure any statistical comparison from year to year is valid.

Table 18 gives statistics for the 1980-88 period. In 1985, the Board adopted a rudimentary computer file tracking system. This system proved unable to give comparable statistics to those kept earlier by manual means. This explains the absence of some statistics for the 1986-1988 period.

In the case of most reports, our statistics are province-wide. However, parallel reports are available which break down the same statistics into those processed through Calgary or Edmonton.

The various conclusion reports analyze cases by "resolution type." Some resolution types are self-explanatory. The following comments will explain those that are not.

**CERTIFICATION:**

***Refused Numbers:*** means the union did not meet the initial 40% requirement.

***Refused Unit:*** means the Board found the bargaining unit inappropriate.

***Refused - Multiple:*** means the application was dismissed in circumstances where the Union applied twice, intending only to get one certificate (for example, when it was uncertain which party was the true employer).

***Refused - Other:*** means the Board rejected the application for other reasons. For example, time bars, lack of trade union status, etc.

**REVOCATION:**

***Refused - Numbers:*** means the applicant did not have the necessary initial 40% support.

***Refused - Other:*** means the Board rejected the application for reasons.

**RECONSIDERATION (REVIEW TYPE):**

***Declined:*** means the Board declined to reconsider the matter.

***Varied:*** means the Board varied its original decision.

***Revoked:*** means the Board revoked its original decision.

***Affirmed:*** means the Board reconsidered the matter, but ended up affirming its original decision.

**ALL OTHER CATEGORIES:**

***Withdrawn:*** means the application was withdrawn. Parties may do this voluntarily, or as part of a settlement arrived at between themselves.

***Informal:*** means the matter was resolved by the parties accepting a Section 10 Informal Board Member recommendation.

***Settled:*** means the matter was settled because of officer or other Board intervention.

***Dismissed:*** means the Board dismissed a complaint, or ruled for the respondent in an application or reference.

***Granted:*** means the Board upheld a complaint, or ruled for the applicant in an application or reference.

**TABLE 1**

**CASE RESOLUTION BY CATEGORY**
**PERIOD 1 - 11/28/88-03/31/89**

| Description | Start | Received | Concluded | Outstanding |
|---|---|---|---|---|
| Certification | 0 | 92 | 73 | 19 |
| Revocation | 0 | 11 | 7 | 4 |
| Determinations | 0 | 11 | 1 | 10 |
| Appeals | 0 | 6 | 5 | 1 |
| Differences | 0 | 9 | 2 | 7 |
| Consents | 0 | 1 | 1 | 0 |
| BR Modifications | 0 | 18 | 7 | 11 |
| Successor Unions | 0 | 3 | 0 | 3 |
| Bad Faith Bargaining | 0 | 5 | 2 | 3 |
| Conducted Votes | 0 | 2 | 2 | 0 |
| Illegal Strike/Pktg | 0 | 2 | 2 | 0 |
| Illegal Lockout | 0 | 2 | 2 | 0 |
| Supervised S/L Votes | 0 | 9 | 9 | 0 |
| Speeding Up Arbs | 0 | 0 | 0 | 0 |
| Employer UFLP | 0 | 87 | 32 | 55 |
| Trade Union UFLP | 0 | 13 | 9 | 4 |
| Employee/TU UFLP | 0 | 0 | 0 | 0 |
| Registration Cases | 0 | 35 | 26 | 9 |
| Miscellaneous | 0 | 4 | 1 | 3 |
| P.O.C.B.A. | 0 | 0 | 0 | 0 |
| LRA/Transition | 108 | 7 | 92 | 23 |
| **Total** | **108** | **317** | **273** | **152** |

**Total Outstanding Cases As Of 11/28/88: 108**
**Received: 317**
**Concluded: 273**
**Total Outstanding Cases As Of 03/31/89: 152**

**TABLE 2**

**CASE RESOLUTION BY CATEGORY**
**PERIOD 2 - 04/01/89-03/31/90**

| Description | Start | Received | Concluded | Outstanding |
|---|---|---|---|---|
| Certification | 19 | 253 | 251 | 21 |
| Revocation | 4 | 384 | 379 | 9 |
| Determinations | 10 | 86 | 49 | 47 |
| Appeals | 1 | 31 | 23 | 9 |
| Differences | 7 | 12 | 14 | 5 |
| Consents | 0 | 7 | 7 | 0 |
| BR Modifications | 11 | 71 | 57 | 25 |
| Successor Unions | 3 | 14 | 14 | 3 |
| Bad Faith Bargaining | 3 | 21 | 20 | 4 |
| Conducted Votes | 0 | 8 | 8 | 0 |
| Illegal Strike/Pktg | 0 | 39 | 37 | 2 |
| Illegal Lockout | 0 | 3 | 2 | 1 |
| Supervised S/L Votes | 0 | 45 | 40 | 5 |
| Speeding Up Arbs | 0 | 2 | 1 | 1 |
| Employer UFLP | 55 | 206 | 192 | 69 |
| Trade Union UFLP | 4 | 16 | 19 | 1 |
| Employee/TU UFLP | 0 | 19 | 13 | 6 |
| Registration Cases | 9 | 19 | 24 | 4 |
| Miscellaneous | 3 | 23 | 25 | 1 |
| P.O.C.B.A. | 0 | 0 | 0 | 0 |
| LRA/Transition | 23 | 4 | 23 | 4 |
| **Total** | **152** | **1263** | **1198** | **217** |

**Total Outstanding Cases As Of 04/01/89: 152**
**Received: 1263**
**Concluded: 1198**
**Total Outstanding Cases As Of 03/31/90: 217**

**TABLE 3**

**CASE RESOLUTION BY SECTION**
**PERIOD 1 - 11/28/88-03/31/89**

| Section | Description | Start | Received | Concluded | Outstanding |
|---|---|---|---|---|---|
| 11(3)(a) | Employer determination | 0 | 0 | 0 | 0 |
| 11(3bo) | Employee/unit determination | 0 | 5 | 1 | 4 |
| 11(3c) | Employers' organization | 0 | 0 | 0 | 0 |
| 11(3d) | Trade Union | 0 | 0 | 0 | 0 |
| 11(3e) | Bargaining authority | 0 | 0 | 0 | 0 |
| 11(3fjk) | Agreement determinations | 0 | 4 | 0 | 4 |
| 11(3ghi) | Persons bound by agreement | 0 | 2 | 0 | 2 |
| 11(3l) | Appropriate Unit | 0 | 0 | 0 | 0 |
| 11(3m) | Union member determination | 0 | 0 | 0 | 0 |
| 11(3p) | Employer bound by Reg'n | 0 | 0 | 0 | 0 |
| 11(3qr) | Sector/Trade determination | 0 | 0 | 0 | 0 |
| 11(3tu) | Strike/Lockout determination | 0 | 0 | 0 | 0 |
| 11(4a) | Reconsideration - Appeal | 0 | 6 | 5 | 1 |
| 11(4ch) | Reconsideration - Change | 0 | 7 | 1 | 6 |
| 13(2) | Attendance of witness | 0 | 0 | 0 | 0 |
| 14(3a) | Vote at parties request | 0 | 1 | 1 | 0 |
| 14(3b) | Vote at Minister's decision | 0 | 0 | 0 | 0 |
| 15(1) | Non-specific UFLP | 0 | 1 | 0 | 1 |
| 15(2) | Reference of a difference | 0 | 9 | 2 | 7 |
| 17(6) | Board order - Non compliance | 0 | 1 | 1 | 0 |
| 18(2) | Judicial Review | 0 | 0 | 0 | 0 |
| 20(abc) | Employer/TU Discrimination | 0 | 1 | 0 | 1 |
| 24 | Union disciplinary action | 0 | 0 | 0 | 0 |
| 25 | Union dues deduction | 0 | 1 | 0 | 1 |
| 27(2) | Religious exemption | 0 | 1 | 0 | 1 |
| 29 | E.O. disciplinary action | 0 | 0 | 0 | 0 |
| 30 | Certification | 0 | 92 | 73 | 19 |
| 35(1) | Consent to file certification | 0 | 0 | 0 | 0 |
| 39(1) | Consolidation of certificates | 0 | 0 | 0 | 0 |
| 42 | Extension of certificate | 0 | 0 | 0 | 0 |

| | | | | | |
|---|---|---|---|---|---|
| 43 | Modification of certificate | 0 | 1 | 1 | 0 |
| 44 | Sale/Lease/Transfer | 0 | 7 | 4 | 3 |
| 45(1) | Spinoffs | 0 | 1 | 1 | 0 |
| 46(2) | Governing Bodies | 0 | 2 | 0 | 2 |
| 47(1) | Successor trade union | 0 | 3 | 0 | 3 |
| 49(1ee) | Employee Revocation | 0 | 8 | 7 | 1 |
| 49(1er) | Employer Revocation | 0 | 3 | 0 | 3 |
| 49(1tu) | Trade Union Revocation | 0 | 0 | 0 | 0 |
| 50(1) | Revocation consent during S/L | 0 | 0 | 0 | 0 |
| 53(1) | Revocation without application | 0 | 0 | 0 | 0 |
| 55 | Waiver of 90 day time bar | 0 | 1 | 1 | 0 |
| 58(3) | Duty to bargain in good faith | 0 | 5 | 2 | 3 |
| 64(3) | Mediator's report vote | 0 | 0 | 0 | 0 |
| 67(1) | Last offer proposal vote | 0 | 1 | 1 | 0 |
| 69 | Illegal strike | 0 | 1 | 1 | 0 |
| 70 | Illegal lockout | 0 | 2 | 2 | 0 |
| 74(1a) | Strike Vote | 0 | 9 | 9 | 0 |
| 74(2a) | Lockout Poll | 0 | 0 | 0 | 0 |
| 74(2b) | Lockout Vote | 0 | 0 | 0 | 0 |
| 82(2) | Regulation of picketing | 0 | 1 | 1 | 0 |
| 83(ab) | Refusal to work | 0 | 0 | 0 | 0 |
| 84 | Unlawful strike powers | 0 | 0 | 0 | 0 |
| 85 | Unlawful lockout powers | 0 | 0 | 0 | 0 |
| 86(2) | S/L Order - non compliance | 0 | 0 | 0 | 0 |
| 88(2) | Reinstatement of employee | 0 | 1 | 0 | 1 |
| 94(2) | Fire & Hosps Illegal S/L's | 0 | 0 | 0 | 0 |
| 105(2) | D.I.B. vote | 0 | 0 | 0 | 0 |
| 112(14) | Dues checkoff suspension | 0 | 0 | 0 | 0 |
| 113(13) | Dues during illegal lockout | 0 | 0 | 0 | 0 |
| 129 | Refusal to sign agreement | 0 | 0 | 0 | 0 |
| 131 | Void Agreement | 0 | 0 | 0 | 0 |
| 138(1) | Speeding up arbitration | 0 | 0 | 0 | 0 |
| 145(1) | Pre-certification freeze | 0 | 6 | 4 | 2 |
| 145(2) | Post-certification freeze | 0 | 4 | 0 | 4 |

| | | | | | |
|---|---|---|---|---|---|
| 145(3) | Bargaining period freeze | 0 | 0 | 0 | 0 |
| 146(1a1) | Employer union involvement | 0 | 3 | 3 | 0 |
| 146(1a2) | Employer interference | 0 | 15 | 5 | 10 |
| 146(1b) | Employer union contributions | 0 | 0 | 0 | 0 |
| 147(a12) | Refusal to employ - membership | 0 | 15 | 4 | 11 |
| 147(a3) | Refusal to employ - expulsion | 0 | 0 | 0 | 0 |
| 147(a456) | Refusal to employ - complaint | 0 | 5 | 2 | 3 |
| 147(a7) | Refusal to employ - strike | 0 | 2 | 0 | 2 |
| 147(a8) | Refusal to employ - rights | 0 | 7 | 4 | 3 |
| 147(b) | Illegal contract term | 0 | 2 | 1 | 1 |
| 147(c) | Illegal employer intimidation | 0 | 17 | 5 | 12 |
| 147(d) | Illegal disciplinary action | 0 | 0 | 0 | 0 |
| 147(e) | Illegal collective bargaining | 0 | 0 | 0 | 0 |
| 147(f) | Illegal penalty or discharge | 0 | 0 | 0 | 0 |
| 147(g123) | Illegal employer retaliation | 0 | 8 | 4 | 4 |
| 149(a) | Force bargain for other's unit | 0 | 0 | 0 | 0 |
| 149(b) | Bargain another T.U.'s unit | 0 | 0 | 0 | 0 |
| 149(c) | Union involvement with E.O. | 0 | 1 | 1 | 0 |
| 149(d) | Illegal workplace organizing | 0 | 4 | 4 | 0 |
| 149(e) | Encouraging refusal to work | 0 | 0 | 0 | 0 |
| 149(f) | Union coercion | 0 | 8 | 4 | 4 |
| 149(g) | Employee termination | 0 | 0 | 0 | 0 |
| 149(h) | T.U. penalty-rights | 0 | 0 | 0 | 0 |
| 149(i12) | T.U. penalty working | 0 | 0 | 0 | 0 |
| 150(1a) | Discriminatory union rules | 0 | 0 | 0 | 0 |
| 150(1b) | Discriminatory discipline | 0 | 0 | 0 | 0 |
| 151(1) | Duty of fair representation | 0 | 0 | 0 | 0 |
| 152(2) | Dispute related misconduct | 0 | 0 | 0 | 0 |
| 153(1a) | Insurance denial - stoppage | 0 | 1 | 0 | 1 |
| 153(1b) | Insurance denial - dismissal | 0 | 0 | 0 | 0 |
| 153(2a) | Denial of insurance benefit | 0 | 0 | 0 | 0 |
| 153(2b) | Cancellation of insurance | 0 | 0 | 0 | 0 |
| 153(2c) | Refusal to accept premiums | 0 | 0 | 0 | 0 |
| 153(2d) | Failure to remit premiums | 0 | 0 | 0 | 0 |

| | | | | | |
|---|---|---|---|---|---|
| 163 | R.E.O. Dues | 0 | 0 | 0 | 0 |
| 164 | Registration application | 0 | 35 | 26 | 9 |
| 168(1) | Waiver of 60 days - Reg'n | 0 | 0 | 0 | 0 |
| 173(5) | Rules for group of unions | 0 | 0 | 0 | 0 |
| 175(1) | Directive re: contracts | 0 | 0 | 0 | 0 |
| 177 | Filing requirement | 0 | 0 | 0 | 0 |
| 178(2) | Merger of R.E.O. | 0 | 0 | 0 | 0 |
| 179(1) | Cancellation of registration | 0 | 0 | 0 | 0 |
| 182(1) | Consolidation order | 0 | 0 | 0 | 0 |
| 183(1) | Construction - strike votes | 0 | 0 | 0 | 0 |
| 184(1) | Illegal construction strike | 0 | 0 | 0 | 0 |
| 185(2) | Construction - lockout votes | 0 | 0 | 0 | 0 |
| 190(1) | Construction spin-off | 0 | 0 | 0 | 0 |
| 205 | Transitional provisions | 0 | 0 | 0 | 0 |
| LRA | Matter under LRA | 108 | 7 | 92 | 23 |
| p25 | Speeding up arbitration | 0 | 0 | 0 | 0 |
| p36 | Employer U.F.L.P. | 0 | 0 | 0 | 0 |
| p37 | Police Assn. U.F.L.P. | 0 | 0 | 0 | 0 |
| p40 | Settlement of difference | 0 | 0 | 0 | 0 |
| p43(2) | Determinations | 0 | 0 | 0 | 0 |
| p44 | Reconsideration | 0 | 0 | 0 | 0 |
| **Totals** | | **108** | **317** | **273** | **152** |

**Total Outstanding Cases As Of 11/28/88: 108**
**Received: 317**
**Concluded: 273**
**Total Outstanding Cases As Of 03/31/89: 152**

**TABLE 4**

**CASE RESOLUTION BY SECTION**
**PERIOD 2 - 04/01/89-03/31/90**

| Section | Description | Start | Received | Concluded | Outstanding |
|---|---|---|---|---|---|
| 11(3)(a) | Employer determination | 0 | 6 | 1 | 5 |
| 11(3bo) | Employee/unit determination | 4 | 28 | 20 | 12 |
| 11(3c) | Employers' organization | 0 | 0 | 0 | 0 |
| 11(3d) | Trade Union | 0 | 0 | 0 | 0 |
| 11(3e) | Bargaining authority | 0 | 1 | 0 | 1 |
| 11(3fjk) | Agreement determinations | 4 | 15 | 12 | 7 |
| 11(3ghi) | Persons bound by agreement | 2 | 24 | 13 | 13 |
| 11(3l) | Appropriate Unit | 0 | 0 | 0 | 0 |
| 11(3m) | Union member determination | 0 | 0 | 0 | 0 |
| 11(3p) | Employer bound by Reg'n | 0 | 9 | 3 | 6 |
| 11(3qr) | Sector/Trade determination | 0 | 3 | 0 | 3 |
| 11(3tu) | Strike/Lockout determination | 0 | 0 | 0 | 0 |
| 11(4a) | Reconsideration - Appeal | 1 | 31 | 23 | 9 |
| 11(4ch) | Reconsideration - Change | 6 | 29 | 29 | 6 |
| 13(2) | Attendance of witness | 0 | 2 | 1 | 1 |
| 14(3a) | Vote at parties request | 0 | 0 | 0 | 0 |
| 14(3b) | Vote at Minister's decision | 0 | 0 | 0 | 0 |
| 15(1) | Non-specific UFLP | 1 | 4 | 5 | 0 |
| 15(2) | Reference of a difference | 7 | 12 | 14 | 5 |
| 17(6) | Board order - Non compliance | 0 | 9 | 9 | 0 |
| 18(2) | Judicial Review | 0 | 0 | 0 | 0 |
| 20(abc) | Employer/TU Discrimination | 1 | 1 | 2 | 0 |
| 24 | Union disciplinary action | 0 | 1 | 1 | 0 |
| 25 | Union dues deduction | 1 | 1 | 2 | 0 |
| 27(2) | Religious exemption | 1 | 2 | 3 | 0 |
| 29 | E.O. disciplinary action | 0 | 0 | 0 | 0 |
| 30 | Certification | 19 | 253 | 251 | 21 |
| 35(1) | Consent to file certification | 0 | 1 | 1 | 0 |
| 39(1) | Consolidation of certificates | 0 | 0 | 0 | 0 |
| 42 | Extension of certificate | 0 | 0 | 0 | 0 |

| | | | | | |
|---|---|---|---|---|---|
| 43 | Modification of certificate | 0 | 3 | 2 | 1 |
| 44 | Sale/Lease/Transfer | 3 | 34 | 21 | 16 |
| 45(1) | Spinoffs | 0 | 3 | 2 | 1 |
| 46(2) | Governing Bodies | 2 | 1 | 3 | 0 |
| 47(1) | Successor trade union | 3 | 14 | 14 | 3 |
| 49(1ee) | Employee Revocation | 1 | 43 | 41 | 3 |
| 49(1er) | Employer Revocation | 3 | 21 | 18 | 6 |
| 49(1tu) | Trade Union Revocation | 0 | 320 | 320 | 0 |
| 50(1) | Revocation consent during S/L | 0 | 0 | 0 | 0 |
| 53(1) | Revocation without application | 0 | 0 | 0 | 0 |
| 55 | Waiver of 90 day time bar | 0 | 6 | 6 | 0 |
| 58(3) | Duty to bargain in good faith | 3 | 20 | 19 | 4 |
| 64(3) | Mediator's report vote | 0 | 1 | 1 | 0 |
| 67(1) | Last offer proposal vote | 0 | 7 | 7 | 0 |
| 69 | Illegal strike | 0 | 28 | 28 | 0 |
| 70 | Illegal lockout | 0 | 3 | 2 | 1 |
| 74(1a) | Strike Vote | 0 | 36 | 31 | 5 |
| 74(2a) | Lockout Poll | 0 | 9 | 9 | 0 |
| 74(2b) | Lockout Vote | 0 | 0 | 0 | 0 |
| 82(2) | Regulation of picketing | 0 | 10 | 8 | 2 |
| 83(ab) | Refusal to work | 0 | 1 | 1 | 0 |
| 84 | Unlawful strike powers | 0 | 0 | 0 | 0 |
| 85 | Unlawful lockout powers | 0 | 0 | 0 | 0 |
| 86(2) | S/L Order - non compliance | 0 | 4 | 4 | 0 |
| 88(2) | Reinstatement of employee | 1 | 0 | 1 | 0 |
| 94(2) | Fire & Hosps Illegal S/L's | 0 | 0 | 0 | 0 |
| 105(2) | D.I.B. vote | 0 | 0 | 0 | 0 |
| 112(14) | Dues checkoff suspension | 0 | 0 | 0 | 0 |
| 113(13) | Dues during illegal lockout | 0 | 0 | 0 | 0 |
| 129 | Refusal to sign agreement | 0 | 1 | 1 | 0 |
| 131 | Void Agreement | 0 | 1 | 1 | 0 |
| 138(1) | Speeding up arbitration | 0 | 2 | 1 | 1 |
| 145(1) | Pre-certification freeze | 2 | 8 | 7 | 3 |
| 145(2) | Post-certification freeze | 4 | 4 | 6 | 2 |

| | | | | | |
|---|---|---|---|---|---|
| 145(3) | Bargaining period freeze | 0 | 3 | 2 | 1 |
| 146(1a1) | Employer union involvement | 0 | 17 | 10 | 7 |
| 146(1a2) | Employer interference | 10 | 37 | 37 | 10 |
| 146(1b) | Employer union contributions | 0 | 1 | 0 | 1 |
| 147(a12) | Refusal to employ - membership | 11 | 35 | 34 | 12 |
| 147(a3) | Refusal to employ - expulsion | 0 | 0 | 0 | 0 |
| 147(a456) | Refusal to employ - complaint | 3 | 6 | 5 | 4 |
| 147(a7) | Refusal to employ - strike | 2 | 4 | 6 | 0 |
| 147(a8) | Refusal to employ - rights | 3 | 27 | 22 | 8 |
| 147(b) | Illegal contract term | 1 | 6 | 4 | 3 |
| 147(c) | Illegal employer intimidation | 12 | 45 | 42 | 15 |
| 147(d) | Illegal disciplinary action | 0 | 2 | 2 | 0 |
| 147(e) | Illegal collective bargaining | 0 | 0 | 0 | 0 |
| 147(f) | Illegal penalty or discharge | 0 | 4 | 4 | 0 |
| 147(g123) | Illegal employer retaliation | 4 | 5 | 6 | 3 |
| 149(a) | Force bargain for other's unit | 0 | 2 | 2 | 0 |
| 149(b) | Bargain another T.U.'s unit | 0 | 0 | 0 | 0 |
| 149(c) | Union involvement with E.O. | 0 | 1 | 1 | 0 |
| 149(d) | Illegal workplace organizing | 0 | 4 | 4 | 0 |
| 149(e) | Encouraging refusal to work | 0 | 0 | 0 | 0 |
| 149(f) | Union coercion | 4 | 8 | 11 | 1 |
| 149(g) | Employee termination | 0 | 0 | 0 | 0 |
| 149(h) | T.U. penalty-rights | 0 | 0 | 0 | 0 |
| 149(i12) | T.U. penalty working | 0 | 1 | 1 | 0 |
| 150(1a) | Discriminatory union rules | 0 | 1 | 1 | 0 |
| 150(1b) | Discriminatory discipline | 0 | 1 | 1 | 0 |
| 151(1) | Duty of fair representation | 0 | 16 | 10 | 6 |
| 152(2) | Dispute related misconduct | 0 | 0 | 0 | 0 |
| 153(1a) | Insurance denial - stoppage | 1 | 1 | 2 | 0 |
| 153(1b) | Insurance denial - dismissal | 0 | 0 | 0 | 0 |
| 153(2a) | Denial of insurance benefit | 0 | 0 | 0 | 0 |
| 153(2b) | Cancellation of insurance | 0 | 0 | 0 | 0 |
| 153(2c) | Refusal to accept premiums | 0 | 0 | 0 | 0 |
| 153(2d) | Failure to remit premiums | 0 | 0 | 0 | 0 |

| | | | | | |
|---|---|---|---|---|---|
| 163 | R.E.O. Dues | 0 | 0 | 0 | 0 |
| 164 | Registration application | 9 | 0 | 9 | 0 |
| 168(1) | Waiver of 60 days - Reg'n | 0 | 0 | 0 | 0 |
| 173(5) | Rules for group of unions | 0 | 2 | 1 | 1 |
| 175(1) | Directive re: contracts | 0 | 15 | 13 | 2 |
| 177 | Filing requirement | 0 | 0 | 0 | 0 |
| 178(2) | Merger of R.E.O. | 0 | 0 | 0 | 0 |
| 179(1) | Cancellation of registration | 0 | 1 | 0 | 1 |
| 182(1) | Consolidation order | 0 | 1 | 1 | 0 |
| 183(1) | Construction - strike votes | 0 | 0 | 0 | 0 |
| 184(1) | Illegal construction strike | 0 | 0 | 0 | 0 |
| 185(2) | Construction - lockout votes | 0 | 0 | 0 | 0 |
| 190(1) | Construction spin-off | 0 | 1 | 0 | 1 |
| 205 | Transitional provisions | 0 | 1 | 0 | 1 |
| LRA | Matter under LRA | 23 | 3 | 23 | 3 |
| p25 | Speeding up arbitration | 0 | 0 | 0 | 0 |
| p36 | Employer U.F.L.P. | 0 | 0 | 0 | 0 |
| p37 | Police Assn. U.F.L.P. | 0 | 0 | 0 | 0 |
| p40 | Settlement of difference | 0 | 0 | 0 | 0 |
| p43(2) | Determinations | 0 | 0 | 0 | 0 |
| p44 | Reconsideration | 0 | 0 | 0 | 0 |
| **Total** | | **152** | **1263** | **1198** | **217** |

**Total Outstanding Cases As Of 04/01/89: 152**
**Received: 1263**
**Concluded: 1198**
**Total Outstanding Cases As Of 03/31/90: 217**

## TABLE 5
## CERTIFICATION APPLICATIONS - CONCLUDED
## PERIOD 1 - 11/28/88 - 03/31/89

| | Withdrawn | Sine Die | Refused Numbers | Refused Unit | Refused Multiple | Refused Other | Refused Lost Vote | Certified | Total |
|---|---|---|---|---|---|---|---|---|---|
| ***Number of Conclusions:*** | | | | | | | | | |
| **Total Files:** | 5 | 0 | 2 | 0 | 10 | 2 | 10 | 44 | 73 |
| Edmonton Files: | 3 | 0 | 2 | 0 | 10 | 1 | 7 | 31 | 54 |
| Calgary Files: | 2 | 0 | 0 | 0 | 0 | 1 | 3 | 13 | 19 |
| ***Average Number of Days to Conclusion:*** | | | | | | | | | |
| Average Days: Overall | 18 | 0 | 11 | 0 | 15 | 16 | 30 | 20 | 20 |
| Average Days: Edmonton | 28 | 0 | 11 | 0 | 15 | 17 | 35 | 20 | 21 |
| Average Days: Calgary | 4 | 0 | 0 | 0 | 0 | 14 | 19 | 20 | 18 |
| ***Industry Breakdown:*** | | | | | | | | | |
| Construction | 2 | 0 | 2 | 0 | 6 | 1 | 6 | 24 | 41 |
| Construction - Related | 2 | 0 | 0 | 0 | 4 | 0 | 0 | 6 | 12 |
| Education | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Food Production | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hosp. and Health Care Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 |
| Manufacturing | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| Mining | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Public Sector | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Retail and Wholesale Sector | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Transportation and Storage | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Miscellaneous | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 3 |

## TABLE 6
## CERTIFICATION APPLICATIONS - CONCLUDED
## PERIOD 2 - 04/01/89 - 03/31/90

| | Withdrawn | Sine Die | Refused Numbers | Refused Unit | Refused Multiple | Refused Other | Refused Lost Vote | Certified | Total |
|---|---|---|---|---|---|---|---|---|---|
| ***Number of Conclusions:*** | | | | | | | | | |
| **Total Files:** | 28 | 0 | 27 | 8 | 15 | 12 | 45 | 116 | 251 |
| Edmonton Files: | 24 | 0 | 14 | 2 | 14 | 8 | 32 | 91 | 185 |
| Calgary Files: | 4 | 0 | 13 | 6 | 1 | 4 | 13 | 25 | 66 |
| ***Average Number of Days to Conclusion:*** | | | | | | | | | |
| Average Days: Overall | 9 | 0 | 30 | 22 | 20 | 29 | 23 | 21 | 21 |
| Average Days: Edmonton | 10 | 0 | 15 | 11 | 20 | 31 | 25 | 19 | 19 |
| Average Days: Calgary | 5 | 0 | 46 | 26 | 10 | 26 | 17 | 30 | 28 |
| ***Industry Breakdown:*** | | | | | | | | | |
| Construction | 16 | 0 | 20 | 8 | 14 | 9 | 21 | 60 | 148 |
| Construction - Related | 2 | 0 | 2 | 0 | 1 | 1 | 6 | 9 | 21 |
| Education | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Food Production | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| Hosp. and Health Care Services | 2 | 0 | 2 | 0 | 0 | 1 | 2 | 12 | 19 |
| Manufacturing | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 5 | 13 |
| Mining | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Public Sector | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 6 | 10 |
| Pulp & Lumber Forest Products | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 4 | 8 |
| Retail and Wholesale Sector | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 9 | 13 |
| Transportation and Storage | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 5 |
| Utilities | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Miscellaneous | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 |

## TABLE 7

## INDUSTRY CATEGORIES

This table describes the type of bargaining relationship falling within each industry type used in the Board's statistical tables.

| | |
|---|---|
| **Construction:** | General (Commercial/Institutional/Industrial), Pipeline, Roadbuilding and Heavy Construction, Specialty |
| **Construction-Related:** | Quasi-Construction, Service, Maintenance, Repair |
| **Education:** | School Boards, Private Schools |
| **Food Production:** | Baked Goods, Cereal, Dairy Products, Feed, Fish, Flour, Fruit, Milk, Meat and Poultry, Sugar, Vegetable, Vegetable Oils |
| **Hospital and Health Care Services:** | Health Care Units, Hospitals, Medical and other Health Laboratories, Nursing Homes, VON |
| **Manufacturing:** | Appliance, Beverages - (Brewery, Distillery Soft Drinks, Winery), Chemical, Clay Products, Clothing, Concrete Products, Electrical, Electronic, Fabricated Metal, Furniture, Glass, Machinery, Metal, Paper Goods, Petroleum, Pipe, Plastics, Pulp & Paper, Rubber, Textiles, Transportation Equipment |
| **Mining:** | Metals, Non-Metal, Coal, Oil & Gas, Tarsands (overburden) |
| **Printing:** | Bindery, Book Publishing, Business Forms, Commercial Printing & Typesetting, Newspaper, Magazines, Periodicals |
| **Public Sector:** | Ambulance Authorities, Fire Departments, Improvement Districts, Library Boards, Municipalities, Police, Public Transportation, Recreation Boards |
| **Pulp & Lumber Forest Products:** | Logging, Pulp & Paper, Sawmills |
| **Retail and Wholesale Trade:** | Automotive Sales & Service, Beer Stores, Department Stores, Drug Stores, Food, Beverage and Accommodation Services, Gas & Service Stations, Grocery Stores, Liquor Stores, Movie Production, Non-Destructive Testing, Parking Lot Service, Security Guard Service, Theatres (include live and movie), Wine Stores |
| **Transportation and Storage:** | Warehousing, Distribution, Trucking, Taxies, Buses, Couriers |
| **Utilities:** | Electricity, Water, Gas, Telephones |
| **Miscellaneous:** | Agricultural/Exhibition Boards, Greenhouses, Group Homes, Labour Organizations, Legal Aid, Mushroom Farms, Non-Profit Organizations, Charity Groups |

**TABLE 8**

**REVOCATION APPLICATIONS - CONCLUDED**
**PERIOD 1 - 11/28/88-03/31/89**

| Section | Description | Withdrawn | Sine Die | Refused Numbers | Refused Other | Refused Lost Vote | Revoked Cert | Revoked V.R. | Total |
|---|---|---|---|---|---|---|---|---|---|
| 49(1ee) | Employee Revocation | 2 | 1 | 0 | 1 | 0 | 3 | 0 | 7 |
| 49(1er) | Employer Revocation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49(1tu) | Trade Union Revocation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 53(1) | Revocation without application | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | **2** | **1** | **0** | **1** | **0** | **3** | **0** | **7** |

**TABLE 9**

**REVOCATION APPLICATIONS - CONCLUDED**
**PERIOD 2 - 04/01/89-03/31/90**

| Section | Description | Withdrawn | Sine Die | Refused Numbers | Refused Other | Refused Lost Vote | Revoked Cert | Revoked V.R. | Total |
|---|---|---|---|---|---|---|---|---|---|
| 49(1ee) | Employee Revocation | 4 | 0 | 1 | 5 | 3 | 25 | 3 | 41 |
| 49(1er) | Employer Revocation | 2 | 0 | 0 | 1 | 0 | 13 | 2 | 18 |
| 49(1tu) | Trade Union Revocation | 73 | 0 | 0 | 0 | 0 | 52 | 195 | 320 |
| 53(1) | Revocation without application | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | 79 | 0 | 1 | 6 | 3 | 90 | 200 | 379 |

**TABLE 10**

**RECONSIDERATIONS (REVIEW TYPE) - CONCLUDED**
**PERIOD 1 - 11/28/88-03/31/89**

| Section | Description | Incomplete | Withdrawn | Sine Die | Declined | Varied | Revoked | Affirmed | Total |
|---|---|---|---|---|---|---|---|---|---|
| 11(4a) | Reconsideration - Appeal | 2 | 0 | 0 | 2 | 0 | 1 | 0 | 5 |

**TABLE 11**

**RECONSIDERATIONS (REVIEW TYPE) - CONCLUDED**
**PERIOD 2 - 04/01/89-03/31/90**

| Section | Description | Incomplete | Withdrawn | Sine Die | Declined | Varied | Revoked | Affirmed | Total |
|---|---|---|---|---|---|---|---|---|---|
| 11(4a) | Reconsideration - Appeal | 2 | 5 | 0 | 11 | 1 | 0 | 4 | 23 |

**TABLE 12**

**VOTES - CONCLUDED**
**PERIOD 1 - 11/28/88-03/31/89**

| Section | Description | Incomplete | Withdrawn | Sine Die | Refused | For | Against | Total |
|---|---|---|---|---|---|---|---|---|
| 14(3a) | Vote at parties request | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 14(3b) | Vote at Minister's direction | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 64(3) | Mediator's report vote | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 67(1) | Last offer proposal vote | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| 74(1a) | Strike Vote | 0 | 0 | 0 | 0 | 9 | 0 | 9 |
| 74(2a) | Lockout Poll | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74(2b) | Lockout Vote | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 105(2) | D.I.B. Vote | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 183(1) | Construction - strike votes | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 185(2) | Construction - lockout votes | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | **1** | **1** | **0** | **0** | **9** | **0** | **11** |

**TABLE 13**

**VOTES CONCLUDED**
**PERIOD 2 - 04/01/89-03/31/90**

| Section | Description | Incomplete | Withdrawn | Sine Die | Refused | For | Against | Total |
|---|---|---|---|---|---|---|---|---|
| 14(3a) | Vote at parties request | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14(3b) | Vote at Minister's direction | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 64(3) | Mediator's report vote | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 67(1) | Last offer proposal vote | 0 | 1 | 0 | 0 | 1 | 5 | 7 |
| 74(1a) | Strike Vote | 0 | 3 | 0 | 0 | 27 | 1 | 31 |
| 74(2a) | Lockout Poll | 0 | 1 | 0 | 0 | 8 | 0 | 9 |
| 74(2b) | Lockout Vote | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 105(2) | D.I.B. Vote | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 183(1) | Construction - strike votes | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 185(2) | Construction - lockout votes | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | **1** | **5** | **0** | **0** | **36** | **6** | **48** |

**TABLE 14**

**OTHER CONCLUSIONS - BY CATEGORY**
**PERIOD 1 - 11/28/93-03/31/29**

| Category | Incomplete | Withdrawn | Size Dis | Informal | Settled | Dismissed | Granted | Total |
|---|---|---|---|---|---|---|---|---|
| Determinations | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Differences | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |
| Consents | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| BR Modifications | 0 | 1 | 0 | 0 | 0 | 2 | 4 | 7 |
| Successor Unions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bad Faith Bargaining | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |
| Illegal Strike/Pktg | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Illegal Lockout | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Speeding Up Arbs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employer UFLP | 0 | 18 | 0 | 0 | 11 | 3 | 0 | 32 |
| Trade Union UFLP | 0 | 2 | 0 | 0 | 0 | 7 | 0 | 9 |
| Employee/TU UFLP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Registration Cases | 0 | 2 | 0 | 0 | 0 | 0 | 24 | 26 |
| Miscellaneous | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| P.O.C.B.A. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LRA/Transition | 0 | 12 | 0 | 0 | 6 | 13 | 12 | 92 |
| TOTAL | 0 | 36 | 0 | 0 | 23 | 27 | 42 | 177 |

**TABLE 15**

**OTHER CONCLUSIONS - BY CATEGORY**
**PERIOD 2 - 04/01/89-03/31/90**

| Category | Incomplete | Withdrawn | Sine Die | Informal | Settled | Dismissed | Granted | Total |
|---|---|---|---|---|---|---|---|---|
| Determinations | 3 | 9 | 0 | 0 | 11 | 11 | 15 | 49 |
| Differences | 1 | 6 | 0 | 0 | 1 | 2 | 4 | 14 |
| Consents | 0 | 1 | 0 | 0 | 0 | 1 | 5 | 7 |
| BR Modifications | 0 | 5 | 0 | 0 | 2 | 6 | 44 | 57 |
| Successor Unions | 0 | 1 | 0 | 0 | 1 | 1 | 11 | 14 |
| Bad Faith Bargaining | 0 | 4 | 0 | 0 | 8 | 2 | 6 | 20 |
| Illegal Strike/Pktg | 0 | 2 | 0 | 0 | 1 | 2 | 32 | 37 |
| Illegal Lockout | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Speeding Up Arbs | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Employer UFLP | 1 | 40 | 5 | 0 | 54 | 54 | 38 | 192 |
| Trade Union UFLP | 1 | 4 | 1 | 0 | 4 | 6 | 3 | 19 |
| Employee/TU UFLP | 1 | 1 | 0 | 0 | 3 | 6 | 2 | 13 |
| Registration Cases | 0 | 13 | 0 | 0 | 1 | 2 | 8 | 24 |
| Miscellaneous | 1 | 5 | 2 | 0 | 3 | 4 | 10 | 25 |
| P.O.C.B.A. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LRA/Transition | 1 | 5 | 1 | 0 | 1 | 3 | 7 | 23 |
| TOTAL | 9 | 96 | 9 | 0 | 91 | 100 | 187 | 497 |

**TABLE 16**

**CONCLUDED FILES - OTHERS BY SECTION**
**PERIOD 1 - 11/28/88-03/31/89**

| Section | Description | Incomplete | Withdrawn | Sine Die | Informal | Settled | Dismissed | Granted | Total |
|---|---|---|---|---|---|---|---|---|---|
| 11(3)(a) | Employer determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3bo) | Employee/unit determination | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 11(3c) | Employers' organization | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3d) | Trade Union | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3e) | Bargaining authority | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3fjk) | Agreement determinations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3ghi) | Persons bound by agreement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3l) | Appropriate Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3m) | Union member determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3p) | Employer bound by Reg'n | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3qr) | Sector/Trade determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3u) | Strike/Lockout determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(4ch) | Reconsideration - Change | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 13(2) | Attendance of witness | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 15(1) | Non-specific UFLP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 15(2) | Reference of a difference | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |
| 17(6) | Board order - Non compliance | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 20(abc) | Employer/TU Discrimination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 | Union disciplinary action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 | Union dues deduction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 27(2) | Religious exemption | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29 | E.O. disciplinary action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35(1) | Consent to file certification | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 39(1) | Consolidation of certificates | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 42 | Extension of certificate | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43 | Modification of certificate | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 44 | Sale/Lease/Transfer | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 45(1) | Spinoffs | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 46(2) | Governing Bodies | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 47(1) | Successor trade union | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50(1) | Revocation consent during S/L | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 55 | Waiver of 90 day time bar | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 58(3) | Duty to bargain in good faith | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |
| 69 | Illegal strike | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 70 | Illegal lockout | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| 82(2) | Regulation of picketing | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 83(ab) | Refusal to work | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 84 | Unlawful strike powers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 85 | Unlawful lockout powers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 86(2) | S/L Order - non compliance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 88(2) | Reinstatement of employee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 94(2) | Fire & Hosps Illegal S/L's | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 112(14) | Dues checkoff suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 113(13) | Dues during illegal lockout | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 129 | Refusal to sign agreement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 131 | Void Agreement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 138(1) | Speeding up arbitration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 145(1) | Pre-certification freeze | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| 145(2) | Post-certification freeze | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 145(3) | Bargaining period freeze | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 146(1a1) | Employer union involvement | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 3 |
| 146(1a2) | Employer interference | 0 | 3 | 0 | 0 | 2 | 0 | 0 | 5 |
| 146(1b) | Employer union contributions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(a12) | Refusal to employ - membership | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 4 |
| 147(a3) | Refusal to employ - expulsion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(a456) | Refusal to employ - complaint | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 |
| 147(a7) | Refusal to employ - strike | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(a8) | Refusal to employ - rights | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 4 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 147(b) | Illegal contract term | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 147(c) | Illegal employer intimidation | 0 | 2 | 0 | 0 | 2 | 1 | 0 | 5 |
| 147(d) | Illegal disciplinary action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(e) | Illegal collective bargaining | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(f) | Illegal penalty or discharge | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(g123) | Illegal employer retaliation | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 4 |
| 149(a) | Force bargain for other's unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(b) | Bargain another T.U.'s unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(c) | Union involvement with E.O. | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 149(d) | Illegal workplace organizing | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| 149(e) | Encouraging refusal to work | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(f) | Union coercion | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 4 |
| 149(g) | Employee termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(h) | T.U. penalty-rights | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(i12) | T.U. penalty working | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 150(1a) | Discriminatory union rules | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 150(1b) | Discriminatory discipline | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 151(1) | Duty of fair representation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 152(2) | Dispute related misconduct | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(1a) | Insurance denial - stoppage | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(1b) | Insurance denial - dismissal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2a) | Denial of insurance benefit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2b) | Cancellation of insurance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2c) | Refusal to accept premiums | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2d) | Failure to remit premiums | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 164 | Registration application | 0 | 2 | 0 | 0 | 0 | 0 | 24 | 26 |
| 168(1) | Waiver of 60 days - Reg'n | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 173(5) | Rules for group of unions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 175(1) | Directive re: contracts | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 177 | Filing requirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 178(2) | Merger of R.E.O. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 179(1) | Cancellation of registration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 182(1) | Consolidation order | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 184(1) | Illegal construction strike | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 190(1) | Construction spin-off | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 205 | Transitional provisions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LRA | Matter under LRA | 0 | 12 | 0 | 0 | 6 | 13 | 12 | 92 |
| p25 | Speeding up arbitration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p36 | Employer U.F.L.P. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p37 | Police Assn. U.F.L.P. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p40 | Settlement of difference | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p43(2) | Determinations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p44 | Reconsideration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | **0** | **36** | **0** | **0** | **23** | **27** | **42** | **177** |

## TABLE 17

### CONCLUDED FILES - OTHERS BY SECTION
### PERIOD 2 - 04/01/89-03/31/90

| Section | Description | Incomplete | Withdrawn | Sine Die | Informal | Settled | Dismissed | Granted | Total |
|---|---|---|---|---|---|---|---|---|---|
| 11(3)(a) | Employer determination | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 11(3bo) | Employee/unit determination | 1 | 5 | 0 | 0 | 2 | 7 | 5 | 20 |
| 11(3c) | Employers' organization | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3d) | Trade Union | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3e) | Bargaining authority | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3fjk) | Agreement determinations | 0 | 0 | 0 | 0 | 6 | 2 | 4 | 12 |
| 11(3ghi) | Persons bound by agreement | 1 | 4 | 0 | 0 | 2 | 2 | 4 | 13 |
| 11(3l) | Appropriate Unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3m) | Union member determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3p) | Employer bound by Reg'n | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| 11(3qr) | Sector/Trade determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(3tu) | Strike/Lockout determination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11(4ch) | Reconsideration - Change | 0 | 4 | 0 | 0 | 1 | 6 | 18 | 29 |
| 13(2) | Attendance of witness | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 15(1) | Non-specific UFLP | 1 | 1 | 0 | 0 | 1 | 2 | 0 | 5 |
| 15(2) | Reference of a difference | 1 | 6 | 0 | 0 | 1 | 2 | 4 | 14 |
| 17(6) | Board order - Non compliance | 0 | 2 | 0 | 0 | 0 | 0 | 7 | 9 |
| 20(abc) | Employer/TU Discrimination | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 |
| 24 | Union disciplinary action | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 25 | Union dues deduction | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 |
| 27(2) | Religious exemption | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 |
| 29 | E.O. disciplinary action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35(1) | Consent to file certification | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 39(1) | Consolidation of certificates | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 42 | Extension of certificate | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43 | Modification of certificate | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 44 | Sale/Lease/Transfer | 0 | 1 | 0 | 0 | 1 | 0 | 19 | 21 |
| 45(1) | Spinoffs | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 46(2) | Governing Bodies | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| 47(1) | Successor trade union | 0 | 1 | 0 | 0 | 1 | 1 | 11 | 14 |
| 50(1) | Revocation consent during S/L | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 55 | Waiver of 90 day time bar | 0 | 1 | 0 | 0 | 0 | 1 | 4 | 6 |
| 58(3) | Duty to bargain in good faith | 0 | 3 | 0 | 0 | 8 | 2 | 6 | 19 |
| 69 | Illegal strike | 0 | 2 | 0 | 0 | 1 | 2 | 23 | 28 |
| 70 | Illegal lockout | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 82(2) | Regulation of picketing | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 8 |
| 83(ab) | Refusal to work | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 84 | Unlawful strike powers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 85 | Unlawful lockout powers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 86(2) | S/L Order - non compliance | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 4 |
| 88(2) | Reinstatement of employee | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 94(2) | Fire & Hosps Illegal S/L's | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 112(14) | Dues checkoff suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 113(13) | Dues during illegal lockout | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 129 | Refusal to sign agreement | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| 131 | Void Agreement | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 138(1) | Speeding up arbitration | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 145(1) | Pre-certification freeze | 0 | 2 | 0 | 0 | 3 | 0 | 2 | 7 |
| 145(2) | Post-certification freeze | 0 | 1 | 0 | 0 | 1 | 1 | 3 | 6 |
| 145(3) | Bargaining period freeze | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |
| 146(1a1) | Employer union involvement | 0 | 4 | 0 | 0 | 4 | 1 | 1 | 10 |
| 146(1a2) | Employer interference | 0 | 8 | 0 | 0 | 11 | 14 | 4 | 37 |
| 146(1b) | Employer union contributions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(a12) | Refusal to employ - membership | 0 | 6 | 1 | 0 | 7 | 12 | 8 | 34 |
| 147(a3) | Refusal to employ - expulsion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(a456) | Refusal to employ - complaint | 0 | 1 | 0 | 0 | 1 | 2 | 1 | 5 |
| 147(a7) | Refusal to employ - strike | 0 | 0 | 0 | 0 | 1 | 3 | 2 | 6 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 147(a8) | Refusal to employ - rights | 0 | 6 | 0 | 0 | 8 | 6 | 2 | 22 |
| 147(b) | Illegal contract term | 0 | 1 | 0 | 0 | 2 | 0 | 1 | 4 |
| 147(c) | Illegal employer intimidation | 0 | 8 | 2 | 0 | 9 | 12 | 11 | 42 |
| 147(d) | Illegal disciplinary action | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 2 |
| 147(e) | Illegal collective bargaining | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 147(f) | Illegal penalty or discharge | 1 | 1 | 1 | 0 | 0 | 0 | 1 | 4 |
| 147(g123) | Illegal employer retaliation | 0 | 1 | 0 | 0 | 3 | 0 | 2 | 6 |
| 149(a) | Force bargain for other's unit | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 |
| 149(b) | Bargain another T.U.'s unit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(c) | Union involvement with E.O. | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 149(d) | Illegal workplace organizing | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 4 |
| 149(e) | Encouraging refusal to work | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(f) | Union coercion | 0 | 3 | 1 | 0 | 2 | 4 | 1 | 11 |
| 149(g) | Employee termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(h) | T.U. penalty-rights | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 149(i12) | T.U. penalty working | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 150(1a) | Discriminatory union rules | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 150(1b) | Discriminatory discipline | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 151(1) | Duty of fair representation | 1 | 1 | 0 | 0 | 3 | 5 | 0 | 10 |
| 152(2) | Dispute related misconduct | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(1a) | Insurance denial - stoppage | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 153(1b) | Insurance denial - dismissal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2a) | Denial of insurance benefit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2b) | Cancellation of insurance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2c) | Refusal to accept premiums | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 153(2d) | Failure to remit premiums | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 164 | Registration application | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 9 |
| 168(1) | Waiver of 60 days - Reg'n | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 173(5) | Rules for group of unions | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 175(1) | Directive re: contracts | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 13 |
| 177 | Filing requirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 178(2) | Merger of R.E.O. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 179(1) | Cancellation of registration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 182(1) | Consolidation order | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 184(1) | Illegal construction strike | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 190(1) | Construction spin-off | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 205 | Transitional provisions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LRA | Matter under LRA | 1 | 5 | 1 | 0 | 1 | 3 | 7 | 23 |
| p25 | Speeding up arbitration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p36 | Employer U.F.L.P. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p37 | Police Assn. U.F.L.P. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p40 | Settlement of difference | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p43(2) | Determinations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| p44 | Reconsideration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Totals** | | **9** | **96** | **9** | **0** | **91** | **100** | **187** | **497** |

## TABLE 18

## ALBERTA LABOUR RELATIONS ACT
## COMPARATIVE STATISTICAL SUMMARY
## for the years ending March 31, 1982-1988

| | 81/82 | 82/83 | 83/84 | 84/85 | 85/86 | 86/87 | 87/88 |
|---|---|---|---|---|---|---|---|
| **Applications for certification** (Section 34) | | | | | | | |
| Outstanding at beginning of period | 0 | 35 | 86 | 653 | 223 | * | * |
| Applications Received | 202 | 272 | 707 | 415 | 107 | 215 | 193 |
| Issued | 115 | 152 | 62 | 346 | 129 | * | * |
| Refused or withdrawn | 52 | 69 | 78 | 499 | 84 | * | * |
| Outstanding at end of period | 35 | 86 | 653 | 223 | * | * | * |
| **Applications for revocation** (Section 43-45) | | | | | | | |
| Outstanding at beginning of period | 0 | 1 | 3 | 10 | 9 | * | * |
| Applications received | 15 | 13 | 19 | 13 | 18 | 23 | 17 |
| Issued | 10 | 8 | 8 | 4 | 16 | * | * |
| Refused or withdrawn | 4 | 3 | 4 | 10 | 4 | * | * |
| Outstanding at end of period | 1 | 3 | 10 | 9 | 7 | * | * |
| **Applications for registration** (Section 53) | 1 | 2 | 3 | 0 | 0 | 0 | 0 |
| **Applications for reconsideration, determination and declaration** (Sections 8, 18, 21, 132, 133, 135) | 265 | 186 | 292 | 467 | 1,304 | 531 | 193 |
| **Applications for various unfair labour practices** (Section 141) | 39 | 89 | 84 | 290 | 196 | 266 | 224 |
| **References of illegal strikes/lockouts** | 18 | 65 | 5 | 0 | 0 | * | * |
| **Strike/lockout votes** (Section 187) Applications for strike/lockout votes supervised by Board | 240 | 215 | 68 | 135 | 94 | 52 | 47 |
| **TOTAL APPLICATIONS** | 780 | 842 | 1,178 | 1,320 | 1,719 | * | * |
| Days of Board hearings | 154 | 152 | 142 | 202 | 134 | 181 | 151 |

* This statistic unavailable due to change brought about by a partial conversion to computerization. See page 38.

## TABLE 19

### REGISTRATION CERTIFICATES - CONSTRUCTION INDUSTRY

| Reg. Certs. | Trade Jurisdiction | Registered Employers Organization | Trade Unions Affected |
|---|---|---|---|
| ***REGISTRATIONS IN THE PIPELINE CONSTRUCTION SECTOR*** | | | |
| 1. | Teamsters | Pipe Line Contractors Association of Canada | General Teamsters, Local 362 |
| 2. | Operating Engineers | Pipe Line Contractors Association of Canada | International Union of Operating Engineers, Local 955 |
| 3. | Labourers | Pipe Line Contractors Association of Canada | Construction and General Workers, Locals 92 and 1111 |
| 4. | Plumbers | Pipe Line Contractors Association of Canada | United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488 |
| ***REGISTRATIONS IN THE ROADBUILDING AND HEAVY CONSTRUCTION SECTOR*** | | | |
| 5. | Operating Engineers | Alberta Roadbuilders & Heavy Construction Association | International Union of Operating Engineers, Local 955 |
| ***REGISTRATIONS IN THE SPECIALTY CONSTRUCTION SECTOR*** | | | |
| 6. | Non-Destructive Testing Workers | NDT Management Association | International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Lodge 146 and<br><br>United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Locals 488 and 496<br><br>Operating as the Quality Control Council of Canada |

***REGISTRATIONS IN THE GENERAL CONSTRUCTION SECTOR***

| | | | |
|---|---|---|---|
| 7. | Boilermakers | Boilermakers Contractors Association of Alberta | International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Lodge 146 |
| 8. | Electricians | Electrical Contractors Association of Alberta | International Brotherhood of Electrical Workers, Locals 254 & 424 |
| 9. | Insulators | CLR-a Insulators (Provincial) Trade Division | International Association of Heat and Frost Insulators and Asbestos Workers, Local 110 |
| 10. | Ironworkers-Reinforcing | CLR-A Ironworkers-Reinforcing (Provincial) Trade Division | International Association of Bridge, Structural and Ornamental Iron Workers, Locals 720 & 725 |
| 11. | Ironworkers-Structural | CLR-a Ironworkers-Structural (Provincial) Trade Division | International Association of Bridge, Structural and Ornamental Iron Workers, Locals 720 & 725 |
| 12. | Millwrights | CLR-a Millwrights (Provincial) Trade Division | Millwrights, Machinery Erectors and Maintenance Union, Locals 1460 and 1975 of the United Brotherhood of Carpenters and Joiners of America |
| 13. | Sheeters, Cladders and Deckers | CLR-a Sheeters, Cladders & Deckers (Provincial) Trade Division | Sheet Metal Workers' International Association Local 8 |
| 14. | Cement Masons | CLR-a Cement Masons (Provincial) Trade Division | Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Locals 139 & 924 |
| 16. | Glass Workers | Glass Employers Association of Alberta | International Brotherhood of Painters and Allied Trades, Locals 1016 & 1725 |

| | | | |
|---|---|---|---|
| 17. | Labourers | CLR-a Labourers (Provincial) Trade Division | Construction and General Workers, Locals 92 & 1111 |
| 18. | Sheet Metal | CLR-a Sheet Metal (Provincial) Trade Division | Sheet Metal Workers' International Association, Local 8 |
| 19. | Sprinkler Fitters | Canadian Automatic Sprinkler Association | United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Locals 488 & 496 |
| 20. | Bricklayers-Refractory | CLR-a Bricklayers (Provincial) Trade Division | International Union of Bricklayers and Allied Craftsmen, Locals 1 & 2 |
| 21. | Bricklayers-General | Masonry Contractors Association of Alberta | International Union of Bricklayers and Allied Craftsmen, Locals 1 & 2 |
| 22. | Lather-Interior System Mechanics | CLR-a Interior Systems Mechanics/Lathers (Provincial) Trade Division | United Brotherhood of Carpenters and Joiners of America, Locals 846, 1322, 1325, 1569, 2103 & 2410 |
| 23. | Painters | Alberta Painting Contractors Association | International Brotherhood of Painters and Allied Trades, Locals 583 & 1016 |
| 24. | Operating Engineers | CLR-a Operating Engineers (Provincial) Trade Division | International Union of Operating Engineers, Local 955 |
| 25. | Teamsters | Industrial Contractors' Association of Alberta | General Teamsters, Local No. 362 |
| 26. | Carpenters | CLR-a Carpenters (Provincial) Trade Division | United Brotherhood of Carpenters and Joiners of America, Locals 846, 1322, 1325, 1569, 2103 & 2410 |

| | | | |
|---|---|---|---|
| 27. | Plumbers | CLR-a<br>Mechanical (Provincial Trade Division | United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Locals 179, 488 & 496 |
| 28. | Refrigeration Mechanics | CLR-a<br>Refrigeration (Provincial) Trade Division | United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488 |
| 29. | Elevator Constructors | CLR-a<br>Elevator Contractors (Provincial) Trade Division | International Union of Elevator Constructors, Locals 122 & 130 |
| 30. | Roofers | CLR-a<br>Roofers (Provincial) Trade Division | Construction and General Workers, Local 92, and Sheet Metal Workers' International Association, Local 8 |
| 36. | Tile Setters | Tile, Terrazzo & Marble Association of Southern Alberta | International Union of Bricklayers and Allied Craftsmen, Local 1 and International Union of Bricklayers and Allied Craftsmen, Local 4 and Construction and General Workers' Union, Local 92 |